



2020 ECLF Global Summit

Work Transformation - Organizational Transformation

September 2 – October 28, 2020
Every Wednesday starting at 17:00 CET



This is a vendor-free ECLF member only event. If you are not a member and would like to receive an invitation, please contact office@eclf.org.

Preamble

Like so many things, the Covid-19 crisis has also disrupted our annual ECLF summit routine. Instead of conducting the usual 2 1/2 days event in a virtual format, we decided on a different approach.

In consideration of the time zone differences as well as the exhaustion factor of a virtual setting that stretches over several days, we will meet for a **virtual summit series over a period of two months**. You will experience the same mix of keynotes, member panels, peer-to-peer exchange, small-group peer-coaching sessions, and plenary discussions that you know from our usual summit. But instead of full-day back-to-back sessions, they will happen in **weekly installments of 1.5 - 2.5 hours each**.

While we will all miss the atmosphere of a face-to-face meeting, with its inspiring social texture and its serendipitous encounters over coffee breaks and meals, the format we chose comes also with advantages. Spreading the event over nine weeks gives us the opportunity to respond in real-time to ideas and inputs that may come up during the series. Other than in a 2 ½ day event, you will

- receive just-in-time summaries and video recordings of each session so you can reflect and prepare for the next;
- have the opportunity to provide input for upcoming sessions (to be shared with speakers, panelists, and all participants);
- be able to connect on the emerging issues with fellow members (asynchronous).

We hope you will make ample use of these possibilities.

The Topic


Our summit will focus on the topic of **Work Transformation - Organizational Transformation**, which has become an even more burning issue through the disruption caused by the pandemic. To put this rich topic into context, we will look at it from various angles such as learning, talent, and organizational design. Some questions that come to mind are:


- What is the long-lasting impact of the pandemic on the way we work? What are the threats, what are the opportunities?
- What kind of leadership capabilities and organizational capabilities are required to deal with the new realities?
- What skills does the workforce need to cope successfully with the new realities? How can we leverage technology in that context?
- How to create social texture and foster cultural goals in an environment dominated by remote or hybrid work and collaboration? How to innovate and drive organizational change and transformation?
- How do the new realities impact the operating models of organizations? What does it mean for traditional linear-transactional processes? What for agile architectures?
- How can L&D / OD professionals help address these challenges? What is their role in this unavoidable transformation?




As always, we will approach these questions with our traditional mix of member-driven analytical deep-dive and peer-sharing of experiences and perspectives.





The Program (draft | subject to change)


all times in CET

<p>Session 1 September 2, 2020 17:00 – 19:00</p> 	<p>Welcome and Summit Overview <i>Roland Deiser, Chairman ECLF</i></p> <p>Member Exchange - first Approach to Topic Round Tables of 6-8 participants talk about</p> <ul style="list-style-type: none"> – who they are (brief introduction) – what current issues they face at their company – how the summit topic relates to his/her current context – what are common denominators among the table participants <p>Tables summarize highlights of their conversations to be shared with the plenary.</p>
<p>In between</p>	<ul style="list-style-type: none"> – Distribution of minutes from session 1 – Pre-readings for session 2

<p>Session 2 September 9, 2020 17:00 – 18:30</p> 	<p>Opening Thought Leader Keynote Covid-19: Disruptor and Accelerator Rainer Strack Managing Director and Senior Partner, BCG</p> <p>Rainer has led BCG’s global HR practice for ten years and served as a member of the Global Agenda Council for talent mobility of the World Economic Forum.</p> <p>We will get a look at the impact the global pandemic had and will have on the way we work and the way we organize by one of the worlds most prominent thought leaders.</p> <p>45 minutes of this session will be dedicated to Q&A and a discussion among participants and Rainer.</p>
<p>In between</p>	<p>– Distribution of minutes from session 2</p>
<p>Session 3 September 16, 2020 17:00 – 19:00</p>  	<p>Framing the Issue The View of the L&D Community Roland Deiser, <i>Chairman ECLF</i></p> <p>Roland will report the results from the annual ECLF survey which investigates the view of global Learning Leaders on our conference theme. They will provide a reference point for the following breakout groups and for the remainder of the entire summit series.</p> <p>-----</p> <p>Topical Round Tables Exploring the Issue <i>Facilitated by one ECLF member each --- one topic per table</i></p> <p>Based on insights from the survey, breakout groups will explore one angle of our summit theme, e.g. (for more possible questions see above):</p> <ul style="list-style-type: none"> – What is the long-lasting impact of the pandemic on the way we work? What are the threats, what are the opportunities? – What kind of leadership capabilities and organizational capabilities are required to deal with the new realities? – What skills does the workforce need to cope successfully with the new realities? How can we leverage technology in that context? – How can L&D / OD professionals help address these challenges? What is their role in this transformation? <p>Each Round Table will produce a set of statements to share in a subsequent plenary session.</p>

In between	– Distribution of minutes from session 3
<p>Session 4 September 23, 2020 17:00 – 18:30</p> 	<p>Strategic initiative Case Study A Strategic Architecture for a New Way of Work</p> <p>Sylvain Newton Head of New Work Model, Allianz Group</p> <p>Sylvain, who until recently led Allianz Group’s People CoE, will share the cornerstones of the company’s ambitious project on the “New Ways of Work”, which will have significant impact on the future operating model of this global player.</p> <p>45 minutes of this session will be dedicated to Q&A and a discussion among participants and Sylvain.</p>
In between	– Distribution of minutes from session 2
<p>Session 5 September 30, 2020 17:00 – 18:30</p>  	<p>Thought Leader Panel Organizing for the Future of Work</p> <p>Kelley Steven-Waiss, <i>Founder and President, Hitch</i> Kelly Palmer, <i>author of “The Expertise Economy”</i> N.N.</p> <p>Facilitation: Roland Deiser, <i>Chairman, ECLF</i></p> <p>Kelley and Kelly are both deeply embedded in Silicon Valley’s culture of work. Kelley has ample corporate experience, both in the worlds of HR and Innovation. Her latest venture, Hitch, offers a platform for creating a dynamic talent and skill mobility ecosystem for companies that want to capitalize on their internal gig economy. Kelly, formerly CLO of LinkedIn and since 4 years CLO of degreed a profound perspective on future of learning which she shared as co-author of the book “The Expertise Economy”</p> <p>Following our traditional Virtual Round Table format, selected members from the audience will have the opportunity to join the panelists in the second half of the conversation via an open chair.</p>
In between	– Distribution of minutes from session 5

<p>Session 6 October 7, 2020 17:00 – 18:30</p> 	<p>Peer Coaching Focus on Member Issues</p> <p>Groups of 4-5 participants share burning issues that are close to their hearts and provide highly structured mutual coaching and advice.</p> <p>Issues don't have to be related to the summit theme.</p>
<p>In between</p>	<p>– Distribution of Pre-reading for session 7</p>
<p>Session 7 October 14, 2020 17:00 – 18:30</p>  	<p>Strategic initiative Case Study Re-Inventing a Post-Covid Corporate University</p> <p>Tiziano Colombo CEO Eni Corporate University Costantino Alberici Head of Knowledge Management, Eni CU</p> <p>After having created a new innovation ecosystem under the roof of ENI's Corporate University, the Italian Oil & Gas company embarks on a journey to reinvent its entire learning architecture.</p> <p>In this session, Tiziano and Costantino will share the spirit behind the project, its current status, and the challenges and opportunities that lie ahead.</p> <p>All members are invited to provide critical feedback and input and those who have similar ambitions, share their own stories of reinvention</p>
<p>in between</p>	<p>– Distribution of minutes from session 7 – Distribution of Pre-reading for session 8</p>
<p>Session 8 October 21, 2020 17:00 – 18:30</p> 	<p>Strategic initiative Case Study Re-Shaping Corporate Learning from Bottom-Up</p> <p>Kai Liebert Project Lead <i>Learning and Education</i>, Siemens</p> <p>Through their project "Future Fund for structural Change in Germany", Siemens invests €100 mn in informal learning initiatives. Kai will report the status of this groundbreaking project that has the potential to significantly reshape the landscape of Learning @Siemens</p>

in between	<ul style="list-style-type: none"> – Distribution of minutes from session 8 – Distribution of Pre-reading for session 9
<p>Session 9 October 30, 2020 17:00 – 18:30</p> 	<p>Closing Thought Leader Keynote Technological and Societal Trends that Shape the Future of Work</p> <p><u>Benjamin Pring</u> VP and Director of the Center for the Future of Work, Cognizant</p> <p>Cognizant’s Center for the Future of Work™ has the charter to examine how work is changing, and will change, in response to the emergence of new technologies, new business practices, and new workers.</p> <p>Ben, who leads and shapes the agenda of the Center, is a frequent speaker at Davos and one of the world’s foremost experts on the impact of technology on the future of work and society.</p> <p>Our closing session provides the opportunity to learn about his perspective and engage in a conversation that is informed through the experience of the summit.</p>
Follow-up	<ul style="list-style-type: none"> – Distribution of summary of all minutes (summit synthesis) – Archiving of presentations and the video library – Summit evaluation

End of 2020 ECLF Global Summit