




2021 Focus on Practice Meeting

Designing Learning Ecosystems

March 18 – April 22, 2021
Every Thursday starting at 17:00 CET

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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.

The Topic






This year's Focus on Practice Meeting will take a closer look at the challenges of Designing Learning Ecosystems for large and global organizations.





Enabling technologies such as AI, Cloud, social networking tools, and more have opened up new opportunities for large-scale just-in-time learner-driven learning in the flow of work, challenging the role and capability profile of the traditional learning function. But, as so often, technology is only part of the game - and usually the easy one. To fully leverage the potential of digital enablers, L&D leaders need to address structural barriers, outdated processes, mechanisms, and policies, and they must reshape the culture and mindset of the stakeholders of the learning universe.

Our Focus on Practice session series will shed a light on these issues as colleagues from various industries share their insights and experiences. Spreading over **6 weekly sessions** between **March 18 and April 22, 2021**, we will meet virtually to engage in conversation with practice leaders from major global players such as IBM, Allianz Group, SAP, Daimler, Roche, and UBS. They will share their experience and insights about challenges such as

- how to upskill and reskill in a global organization with more than 300,000 people
- how to plant a passion and accountability for Learning into the hearts and minds of employees
- how to build a learning ecosystem that involves stakeholders of the extended enterprise
- how to lead a large-scale transformation during a pandemic
- how to design a learning ecosystem to maximize Learner Experience (LX)

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

<p>Session 1 March 18, 2021 17:00 – 19:00</p> 	<p>Welcome and Session Series 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>	<p>– Distribution of summary from session 1</p>
<p>Session 2 March 25, 2021 17:00 – 18:30</p>  	<p>The Upskilling and Reskilling Challenge <u>Elizebeth Varghese</u> Global Leader Talent and HR Strategy Reinvention, IBM</p> <p>Recognized as a global Top 100 HR influencer and an expert on the future of work, Elizebeth leads IBM's client service offerings in Talent & HR Strategy Reinvention.</p> <p>She will share her experience and insights on how to enable organizational reinvention by leveraging artificial intelligence, blockchain, and other enabling technologies to foster large scale reskilling and upskilling of the workforce.</p>
<p>In between</p>	<p>– Distribution of minutes from session 2</p>
<p>Session 3 April 1, 2021 17:00 – 18:30</p>  	<p>Creating a Passion for Learning at Scale <u>Tony White</u> Chief Learning Officer, Allianz Group</p> <p>Over the last five years, Tony and his team have transformed the learning architecture of Allianz SE, a 150,000 people strong insurance industry leader.</p> <p>He will share with us the cornerstones of a learning ecosystem that features an extraordinary degree of employee engagement, supported by a unique technology infrastructure.</p>
<p>In between</p>	<p>– Distribution of minutes from session 3</p>

<p>Session 4 April 8, 2021 17:00 – 18:30</p>  	<h2>A Learning Ecosystem for the Extended Enterprise</h2> <p><u>Thomas Jenewein</u> Digital Ambassador, SAP Training and Enablement</p> <p>You may say that SAP has Ecosystem thinking in its DNA. What years ago started as a software-developer relationship program has evolved into a global learning architecture that includes platforms, communities, co-creation and co-innovation programs, and more.</p> <p>Thomas, who was instrumental in developing this approach will share with us the journey that led to a world-class customer & partner learning ecosystem.</p>
<p>In between</p>	<p>— Distribution of minutes from session 4</p>
<p>DAIMLER</p> <p>Session 5 April 15, 2021 17:00 – 18:30</p>  	<h2>Shaping the Automotive Transformation Amidst a Pandemic</h2> <p><u>Kathrin Dueber</u> Senior Manager Culture and Learning, Daimler</p> <p><u>Markus Rettich</u> Head Leadership Development VPs and Leadership Projects</p> <p>The massive transformational forces of the automotive industry require not only the reimagination of products and eco-systems, but also the reinvention of the entire corporation.</p> <p>In an ambitious program that engaged 4,500 leaders across the company in a hybrid format, Daimler Corporate Academy led a learning experience that reached executives from all levels, business areas and locations across the world.</p> <p>Kathrin and Markus will share their experience and engage in a dialogue to unfold the key assumptions, milestones, cliffs, and lessons learned in the context of a project that moved the Academy towards a new level of digitalization and organizational learning.</p>
<p>In between</p>	<p>— Distribution of minutes from session 5</p>

<div data-bbox="220 210 347 255">  UBS </div> <div data-bbox="456 210 568 268">  </div> <p>Session 6 April 22, 2021 17:00 – 18:30</p> <div data-bbox="279 436 489 645">  </div> <div data-bbox="279 667 499 887">  </div>	<p>Executive Conversation Design Challenges of Learning Ecosystems</p> <p><u>Oliver Amrein</u> Head Executive Development, UBS</p> <p><u>Detlef Hold</u> Head of Digital Learning Experience, Roche</p> <p>N.N. (to be announced soon)</p> <p>The final session of our series features executives from three global corporations in conversation about their practical experiences in designing and implementing a global learning ecosystem in complex organizations.</p> <p>At the Center of the challenges lies the quest for optimizing the triangle of Learner Experience (LX), Employee Experience (EX), and ultimately Customer Experience (CX) – a quest that transforms not only the learning function but impacts the operating model of the entire organization.</p>
<p>Follow-up</p>	<ul style="list-style-type: none"> – Distribution of summary of all minutes (summit synthesis) – Archiving of presentations and the video library

End of 2021 Focus on Practice Meeting