



## 11<sup>th</sup> ECLF Focus on Practice Learning for Transformation @Deutsche Bahn

January 23-24, 2019  
Kaiserbahnhof | Potsdam/Berlin,  
Germany

Hosted by  **BAHN**

---

### Meeting Theme

We will continue our conversation about how to deal with disruptive forces that shape the future of learning and organizations – this time with a focus on the challenges and strategic-organizational responses of one of the world's largest logistics companies. We will also have the opportunity to discuss with Academy head Jenny Zeller and her team how they experience the first months of working as a holacracy – a bold move the DB Academy took in 2018.

---

### Venue

**Deutsche Bahn Academy**  
Kaiserbahnhof  
Am Neuen Palais 1  
14469 Potsdam | Germany  
[Venue Website](#) (in German)

[→ map](#)

---

### Accommodation

**Wyndham Garden Potsdam**  
Forststraße 80  
14471 Potsdam  
Germany  
Phone +49 (331) 98120  
Email [info@wyndhamgardenpotsdam.com](mailto:info@wyndhamgardenpotsdam.com)  
[Website](#)

[→ map](#)

Please make your reservation directly with the hotel and mention **ECLF-Focus on Practice Meeting** to receive the special rate of €76.00

---

### Registration

Please note that attendance is restricted to ECLF members and invited guests. For **registration** and **invitation requests** please contact [office@eclf.org](mailto:office@eclf.org)

For **logistics questions** please contact [markus.wolfgram@deutschebahn.com](mailto:markus.wolfgram@deutschebahn.com) | Tel. +49 172 322 41 65

---

# Program

---

## Wednesday, January 23, 2019

- 13:00 – 14:00     Arrival of Participants  
Optional Lunch at the Academy
- 14:00 – 14:10     **Welcome and Setting the Stage**  
**Jenny Zeller** | Head, Deutsche Bahn Academy  
**Roland Deiser** | Chairman, ECLF
- 14:10 - 15:10     **Member exchange**  
Round tables discuss news and current issues from members as well as the relevance of the FOP topic within their organization  
Brief plenary summary of current issues found in participant's companies
- 15:10 - 15:30     Coffee break
- 15:30 – 16:15     Practice Case | Learning Organization  
**Next Level Academy: Towards a Self-organizing  
Holacracy Intent and First Experiences**  
**Jenny Zeller** | Head, Deutsche Bahn Academy  
**Magdalena Chmielewska** | Agile Leader, Deutsche Bahn Academy  
**Markus Wolfgram** | Product Owner, Deutsche Bahn Academy
- 16:15 – 17:30     Open Fish Bowl  
**The Impact of L&D on Change and Transformation  
Processes**  
**Jenny Zeller** | Head, Deutsche Bahn Academy  
**Janina Schönitz** | Head, Digital Agenda Deutsche Bahn  
**Dirk Kaller** | Agile Leader, IT Platform & Services, Traveler Information  
**2 Empty Chairs**
- 17:30 - 17:50     Coffee break
- 17:50 – 18:30     Past-Present-Future: A Tour of the Kaiserbahnhof
- 18:30 – 19:15     Executive Perspective  
**Pre-Dinner Fireside: Freedom - Framework - Friction**  
**Katrin Kroemer** | SVP Leadership Talent, Deutsche Bahn
- 19:30 –             Dinner & Kaiserlounge

Thursday, January 24, 2019

- 08:30 – 09:00      survey feedback  
**Key Issues on the Mind of L&D Executives**  
**Roland Deiser** | Chairman, ECLF  
Starting in March 2019, ECLF will be launching “Virtual Round Tables” - a new format which addresses key issues and challenges via online panels of curated ECLF members. In this session, Roland will report the results of a poll that asked what topics are currently on the mind of senior L&D executives.
- 09:00 – 10:00      Peer Coaching Session  
**Focus on Member Issues**  
Every participant will get intense speed-feedback and advice from 3-4 members about one burning issue that is currently close to her or his heart.
- 10:00 - 10:30      Coffee break
- 10:30 – 11:15      Practice Case | Transforming Organization  
**Traveler Information: Facing the Challenges of Digitization on Processes, Technologies and Organization**  
**Dirk Kaller** | Agile Leader, IT Platform & Services, Traveler Information
- 11:15 – 12:15      Breakout Groups  
**Actionable Insights**  
Based on the insights from all sessions of our meeting, 2-3 breakout groups will focus on tackling key questions that emerge from the conversations, e.g.
- What are key issues in the collaboration between L&D and other units tasked with building capabilities for the digital future?
  - How does the way L&D organizes influence its mission and the overall learning culture of an organization? What organizational principles are most desirable?
- In the spirit of a bar camp, the exact questions will be formulated directly at the event. Answers from the groups will be collected and uploaded to our platform.
- 12:15 – 12:45      Plenary Summary
- 12:30 – 13:00      ECLF Outlook 2019
- 13:00                  Farewell Lunch

---

End of 2019 Focus on Practice Meeting