15th ABIS Annual Colloquium

Time for a Change and a New Agenda in Education, Learning & Talent Development

About the ABIS Colloquium

The 2016 Colloquium will bring together leading voices from industry, academia, youth communities and public policy – as well as those with related interests in global sustainability – to address three main issues:

- Developing a unified view of shared priorities for change among key stakeholders;
- Adapting and scaling current innovations in business and academia;
- Identifying successful business-academic partnership approaches that deliver measurable impact and change.
Les Ateliers des Tanneurs

Formerly known as the Wine Palace, the Art nouveau building was a place specialized in the commerce of wine. Completely renovated until 2005, it is now a business centre, Les Ateliers des Tanneurs, that can provide starters with all the space they need to grow and produce the right goods and/or services.

The Ateliers des Tanneurs offers 6,000 m² of totally renovated premises in an attractive and easily accessible district of Brussels, the ideal springboard for new projects in a real hub of economic development. The Ateliers des Tanneurs also has a café-restaurant in a truly exceptional setting, conference rooms - the prestigious location to host events and professional meetings (theme-based breakfasts, networking, etc.). It is a project of the CPAS of Brussels and BRUSOC, with the support of Brussels Capital Region and the ERDF.

Images from the last ABIS Colloquium
The past 18 months have been highly significant in terms of the global sustainable development agenda. Acceptance has grown among political leaders, in particular, that urgent collective action is needed to tackle a range of complex, volatile threats to our biosphere and ecology.

As a result, intergovernmental commitments and policies around environmental and social issues – such as the COP21 Paris Agreement, UN Sustainable Development Goals and the European Union’s Circular Economy (CE) package – have set out clear goals and targets to achieve by 2030.

Huge opportunities await for business transformation and innovation: recent Accenture research suggests a US$ 4.5 trillion reward for successful CE business models in this timeframe. Yet plenty of other question marks remain, such as:

• Do companies have the right people to grasp these opportunities in a responsible and equitable way?
• Do they understand the implications of digital transformation for their current workforce?
• What will the jobs in a circular, digital future look like?
• What kind of talent, skills and competences will be needed to support these by 2030?

Key stakeholders increasingly accept that these shifts in the global landscape will require a new paradigm in education and talent development, and new sets of organisational & individual capabilities. This is specifically true with regard to business education, given industry’s role as a driver of innovation, jobs, growth and competitiveness, and business schools’ role as a connecting hub between the sciences, technology, innovation, management, and more.

As we will see on October 27, there are pockets of innovation developing in companies and in academia which may help to accelerate the development of dynamic new talent systems. However, the overall debate remains fragmented between public, private and civil sectors. International coalitions for change are very much in their nascent stages. And above all, the scale of today’s economic, environmental and social challenges means that we can no longer wait to act.

In this context, the 2016 Colloquium will bring together leading voices from industry, academia, youth communities and public policy – as well as those with related interests in global sustainability – to address three main issues, which ultimately frame the entire conference:

1. Developing a unified view of shared priorities for change among key stakeholders.
2. Adapting and scaling current innovations in business and academia.
3. Identifying successful business-academic partnership approaches that deliver measurable impact and change.
Programme

09:30 – 09:50 Welcome | Room: Main Hall

Alfons Sauquet Rovira (President & Chair of the Board of Directors, ABIS & Global Dean, ESADE)

09:50 – 10:00 Programme Introduction | Room: Main Hall

Joris-Johann Lenssen (Managing Director, ABIS)

10:00 – 11:00 Opening Plenary: The Case for Systemic Change | Room: Main Hall

Focus: This session seeks to connect the business, academic, student and public policy perspectives on why systemic change is so important. More importantly, though, it will address future concerns, uncertainties and questions that will need to be considered as a ‘future of education & talent development’ agenda moves forward.

In this regard, participants will hear from IBM about the future of jobs and skills in a digital future; from Cranfield University about the prospects for sustainability transforming the conventional model of the University; from Oikos International about the new expectations and aspirations of millennials regarding sustainability and their future careers; and from the European Commission about the challenges of defining long term political vision and goals in skills and education.

Speakers: Gary Kildare (Vice President, Human Resources, IBM Europe) Maury Peiperl (Pro Vice Chancellor & Director School of Management, Cranfield University) Dean Van Leeuwen (Founder, TomorrowToday) Anita Negri (President of the Executive Board, Oikos International).

Moderator: Doug Baillie (Chair of the Strategic Advisory Board, ABIS).

11:00 – 11:30 Coffee Break | Room: Networking Area

11:30 – 12:45 Interactive Sessions: Creating Dynamic Systems of Leadership & Talent Development

Focus: To address this, the middle of the Colloquium programme features two blocks of interactive parallel sessions – the first corporate, the second academic. These will explore new approaches to creating systems of talent for sustainability, supported by insights from a new ABIS initiative or member innovation. The emphasis throughout is on people-driven debate and a systemic view of the main theme.

BLOCK I: Corporate Innovation Drivers

Session A: The Future Role of Boards | Room: Merlot

Focus: Boards of Directors have an essential role to play in shaping the purpose, culture and values of the firm within a context of sustainability and long term value creation. In this session, participants will discuss the challenges of effective stewardship in a volatile and complex business environment, as well as new approaches to developing the necessary skills, knowledge and mindsets that will empower Boards to lead from the front.

Presenters: Anthony Carey (Mazars) & Annemieke Roobeek (Nyenrode Business Universiteit & ABN AMRO Group)

Session B: Building Leadership for Long-Term Business Performance | Room: Gamay

Focus: The prospects of a new industrial age shaped by macro trends, climate challenges and digital transformation will require companies to be more agile, resilient and entrepreneurial than ever. Established business models will come under increasing pressure. Corporate longevity will depend a great deal on the human capabilities inside the firm to lead profound change in the current way of doing business. In this session, participants will discuss the critical differentiators in terms of leadership qualities, skills and mindsets required to thrive in the new context, as well as the leadership development approaches which may better identify and harness this potential from an early stage.

Presenters: Patrick Hull (Unilever) & Paul Begley (University of Cambridge Institute for Sustainability Leadership)

Session C: Anticipating Sustainability Skills & Talent | Room: Syrah

Focus: Various macro trends will have a profound impact on the business environment during the UN SDG era. Going beyond current policies, companies have an increasing incentive to anticipate the skills and talent they will need to deliver a sustainable, profitable business model in the years ahead. In this session, participants will discuss the definition of a new blend of skills, styles, traits and leadership qualities for current high potentials, its relevance to millennials, and the implications for mainstream business education and executive development.

Presenters: Doug Baillie (ABIS) & Luk van Wassenhove (INSEAD)
14:00 – 15:15  Interactive Sessions II: Creating Dynamic Systems of Leadership and Talent Development

**BLOCK II: Academic Innovation Drivers**

**Session A: Mainstreaming & The Strategic Case for Change** | Room: Merlot

**Focus:** Mainstreaming sustainability has significant implications for business schools and universities in terms of curriculum and programme design, student recruitment, internal culture and brand management, among others. In this session, participants will discuss the key success factors behind formulating a strategic case for change, securing the buy-in of key stakeholders, and ultimately implementing the organisational transformation process.

**Presenters:** Petra Molthan Hill (Nottingham Business School) & Mirjam Minderman (Tias School of Business and Society)

**Session B: Interdisciplinarity & Breaking Down Walls Between Disciplines** | Room: Gamay

**Focus:** Business schools are ideally positioned to collaborate with the ‘hard’ and ‘soft’ sciences to create new education frameworks and content that develop sustainability skills and competences. In this session, participants will discuss ways to build successful internal partnerships, fuse relevant knowledge and concepts from across disciplines, and integrate into programme marketing, delivery and student engagement.

**Presenters:** Kosheek Sewchurran (UCT Graduate School of Business) & Kaisu Puumalainen (Lappeenranta University of Technology)

**Session C: Faculty Development & Building New Capabilities** | Room: Syrah

**Focus:** Sustainability educators have a vital role to play in driving forward a new agenda, but are often in a minority within their institution and face specific challenges in career development. In this session, participants will discuss ways to deepen sustainability commitments and pedagogic skills across an entire faculty, and to increase the materiality of sustainability teaching and research to overall career prospects.

**Presenters:** Kai Hockerts (Copenhagen Business School) & Mollie Painter-Morland (Nottingham Business School)

16:00 – 17:00  Plenary Session: Partnerships That Make a Difference | Room: Main Hall

**Focus:** Partnerships can be the solution to many problems, but can also be a source of the same. Partnerships with ambitious goals are not different: so what makes them tick, what drives the success? The session is designed to examine some of the empirical aspects of successful partnerships. Participants will gain insights from real-life experiences of leading ABIS members and strategic partners on a range of collaboration models: from the North Star Alliance on a cross-African collaboration, from GlaxoSmithKline on international capacity-building partnerships including developing markets; from Nottingham Business School on co-creating leadership programmes in Africa, and from CSR Europe on building business-education partnerships in a high level policy context.

**Panellists:** Luke Disney (Executive Director, INSEAD Centre for Social Innovation) Sherif Hassane (GlaxoSmithKline) Mollie Painter-Morland (Nottingham Business School) Jan Noterdaeme (CSR Europe & Pact 4 Youth).

**Moderator:** Jens Meyer (CEDEP)

17:00 – 17:30  Moving the Agenda Forward | Room: Main Hall

**Focus:** The final session will be an opportunity for participants to share their experience and highlights from the conference, and what they see as the main priorities for action going forward. It will also be an opportunity for comment on additional perspectives to engage and include in 2017, and commitment to different initiatives being developed by ABIS and its strategic partners.

17:30 - 18:30  Drinks Reception
Speakers and Moderators

Doug Baillie
Former Chief HR Officer, Unilever & Chair of the Advisory Board, ABIS

Paul Begley
Programme Director, University of Cambridge Institute for Sustainability Leadership

Anthony Carey
Partner, Mazars

Luke Disney
Executive Director, INSEAD Centre for Social Innovation

Sherif Hassane
Director Government Affairs -Global Issues, GlaxoSmithKline

Kai Hockerts
Professor, Copenhagen Business School

Patrick Hull
Global Leadership Development Director, Unilever

Gary Kildare
Vice President, Human Resources, IBM Europe

Dean Van Leeuwen
Founder TomorrowToday

Jens Meyer
Dean of Programs, CEDEP

Mirjam Minderman
Policy Adviser/Lecturer, Tias School of Business and Society

Petra Molthan Hill
Principal Lecturer, Nottingham Business School

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Anita Negri
President of the Executive Board, Oikos International

Jan Noterdaeme
Senior Advisor, CSR Europe & Coordinator, Pact 4 Youth

Mollie Painter-Morland
Professor, Nottingham Business School

Maury Peiperl
Pro Vice Chancellor & Director School of Management, Cranfield University

Kaisu Puumalainen
Professor, Lappeenranta University of Technology

Annemieke Roobeek
Professor, Nyenrode Business Universiteit & Supervisory Board Member, ABN AMRO Group

Kosheek Sewchurran
Associate Professor, UCT Graduate School of Business

Luk van Wassenhove
Chaired Professor & Fellow of CEDEP, INSEAD
ABIS - The Academy of Business in Society is a global network of over 100 companies, academic and affiliated institutions whose expertise, commitment and resources are leveraged to invest in a more sustainable future for business in society.

ABIS (formerly known as EABIS) was founded in 2002 in partnership with IBM, Microsoft, Johnson & Johnson, Unilever and Shell and with the support of Europe’s leading Business Schools (INSEAD, IMD, London Business School, ESADE, IESE, Copenhagen Business School, Warwick Business School, Vlerick Business School, Ashridge Business School, Cranfield, SDA Bocconi School of Management).

The creation of ABIS was driven by a shared belief that challenges linked to globalisation and sustainable development required new management skills, mindsets & capabilities. The ABIS network aims to build new educational frameworks through the creation of new knowledge and its application in various member initiatives.

Contact

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