

STF Consortium Conference Participant Bios Nyenrode University, February 5-6, 2026

(in approximate alphabetical order)



Aysu Acar: A transformative leader in global talent management, learning and development, and organizational development with more than 15 years of experience, I have built and led people strategies that align talent capabilities with long-term business goals. My career spans diverse industries and complex organizational structures, where I have partnered closely with senior leadership to drive sustainable performance and cultural transformation. I leverage HR analytics and technology solutions to optimize operational efficiency, enhance employee experience, and deliver measurable business outcomes. By translating data into actionable insights, I support evidence-based decision-making across the employee lifecycle, from workforce planning and talent acquisition to learning effectiveness and succession management. I have extensive experience designing scalable learning architectures, competency frameworks, and leadership development programs that strengthen organizational resilience and agility. With a strong focus on continuous improvement, I champion digital transformation initiatives that modernize HR processes and enable smarter ways of working. I am recognized for my ability to bridge strategy and execution, combining analytical rigor with a human-centered approach. Committed to lifelong learning, I continuously invest in expanding my expertise to anticipate future workforce needs and support organizations in navigating change with confidence.



Giuseppe Auricchio is a senior education executive with over twenty years of experience leading institutions across K-12 and higher education. His work focuses on institutional strategy, operating-model execution, and performance at scale, building education organizations where pedagogy, technology, and economics are coherently aligned to support long-term sustainability. Giuseppe currently serves as Chief Learning Innovation Officer at SEK Education Group, a long-established international education organization comprising a network of 13 International Baccalaureate schools and Universidad Camilo José Cela (UCJC). Working closely with the Group's executive leadership, he plays a central role in shaping institutional strategy, portfolio priorities, and cross-institution transformation initiatives across schools and university. He also chairs the Group's Strategic Planning process, coordinating priorities and pilots across its K-12 and higher education businesses. Previously, Giuseppe held senior executive roles at Proeduca (UNIR), a leader in online higher education in the Spanish-speaking world, where he led the launch of new growth platforms including an online Executive Master's portfolio, and contributed to the development of apprenticeship pathways linking education and employability. Earlier in his career, he spent over a decade at IESE Business School, where he established and led IESE Online, created the institution's Learning Innovation Unit, and grew the global Custom Programs business to include teams across three continents. Giuseppe holds a Doctor of Education (Ed.D.) from the University of Pennsylvania, an MBA from London Business School, and a B.Sc. from Georgetown University, and is fluent in Italian, English, and Spanish.



Elisa Bassi is Global Head of Learning and Development at Barilla Group, the world's largest pasta producer. Since July 2025, she's been driving Barilla's global strategy for capability building, leadership development, and change, supporting international growth and redefining how learning powers performance. Elisa brings 25+ years of experience in top global companies across diverse industries—including L'Oréal in Paris, where she led change initiatives for 50,000 employees, and Syngenta in Switzerland, where she shaped talent and organizational development for R&D teams. Her track record spans academia, banking, FMCG, and agribusiness, always turning strategy into action and delivering measurable impact. A passionate behavioral economist and organizational psychologist, Elisa uses analytics to guide decisions in complex scenarios like turnarounds and acquisitions. She's known for building trust with senior leaders, developing high-performing teams, transforming organizations and fostering cultures of psychological safety and continuous learning. Her approach is strategic, business oriented and humanistic, offering an organic perspective on how HR could shape the future of organizations.



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Geoff Brockway is the Global Head of Learning & Development supporting AstraZeneca's Oncology R&D organisation. He has over 30 years of experience in the life sciences industry with wide expertise in disciplines that include: leadership, organizational development, business transformation and change, strategy design and execution, analytics and measurement, communications, and talent acquisition. As part of their current global remit Geoff and his team are focused on enabling AstraZeneca's Ambition 2030 strategy. Their efforts include consulting with and providing guidance to the business on the learning tools and programs that support technical skill development. All designed to optimize the growth and potential of employees and accelerate AstraZeneca's aim to bring life changing medicines to patients and some day eliminate cancer as a cause of death.



Simon Brown leads global Learning & Development at EY, scaling AI skills for 400,000 people in 150 countries; award-winning former Novartis CLO, bestselling author of *The Curious Advantage*, Senior Fellow at Hult Ashridge Business School, and member of the WEF CLO Community. Simon is the Global Learning and Development Leader at EY, responsible for the development of EY's 400,000 people. Previously he led the learning transformation at Lloyds Banking Group in the UK, was a consultant at Accenture and was co-founder of learning developer BrightWave. He started his career as an auditor at PwC. His hobbies include spending time with family and friends and struggling up the local Swiss mountain roads on his bike.



Russell Butler is the CEO & Founder of iVentiv and has worked in and around learning and education his whole life. A strong belief that learning occurs through experience led Russell to establish iVentiv in 2008, at the age of 27, to replace what he saw as an outdated sit-and-listen model of conferencing with something much more experiential. At the first iVentiv event in Cologne, Russell brought together 25 companies with 100,000 employees on average to discuss the future of Learning & Development in the midst of the global financial crisis. More than 300 events later, iVentiv has an all-time event satisfaction score of 93% from Heads of L&D around the world. Prior to establishing iVentiv, Russell gained experience with EDI (Pearson Plc) and PIXELearning (a Serious Games company) before spending 12 months in Honduras running a bar and teaching scuba diving, followed by a few months in Barcelona getting a taste for international events. Academically, Russell holds an MA Management from Nottingham University and a Postgraduate Diploma in Marketing from the Chartered Institute of Marketing (CIM). In 2013, Russell married Susan and they have two wonderful daughters; Eliza who was born in 2014 and Margot who was born in 2017.



Brandon Carson has built scalable learning strategies across some of the world's most complex and fast-moving organizations — from Fortune 50 giants to high-growth tech companies. As Chief Learning Officer at Docebo, he helps organizations navigate the Age of AI, designing strategies and solutions that make learning a powerful driver of business impact and workforce growth. Previously, he led enterprise learning transformations at Starbucks, Walmart, Delta Air Lines, The Home Depot, and Microsoft, developing programs that reached millions of employees worldwide and delivered measurable gains in performance, retention, and readiness for change. Brandon is also the founder of L&D Cares, a nonprofit community that provides free coaching, mentoring, and resources to thousands of learning professionals around the globe. He is the author of multiple books on the future of learning, a frequent keynote speaker at international conferences, and a trusted partner to leaders seeking to navigate disruption with clarity and purpose.



Anand Chopra-McGowan is an entrepreneur, researcher, and writer who has spent the last 15 years building and scaling startups that help make the world of work better. Today Anand is MD, Europe and member of the Leadership Team of Valence, an enterprise AI company and the makers of Nadia, the most widely used AI coach in the Fortune 500.



Martin Couzins: Founder and CEO, Insights Media, a B2B insights agency specialising in corporate learning, talent, HR and workforce development. I spent nearly two decades at RELX, managing editorial teams through tech transformation and building internal communities to support innovation. In 2012, I set up Insights Media, a specialist in market, vendor and employee insights, customer voice, change, innovation, communication and thought leadership. I am a trained journalist, certified coach and experienced facilitator.



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Lucía Crespo is Chief Learning Officer at Telefónica, leading the company's global learning and leadership development strategy from Universitas, Telefónica's corporate university. With over 20 years of experience across telecom, consulting, and executive education, she has driven the transformation of Universitas into a hybrid learning hub, reaching more than 25,000 employees annually. Passionate about talent development, corporate culture, and learning innovation, Lucía is also an Associate Professor at IE Business School and career advisor for master's programs. Her approach blends inclusive leadership, lifelong learning, and the use of new technologies to prepare organizations and people for the future. She holds a degree in Electronic Physics, an MBA, and a postgraduate degree in Strategic Human Resources Management. Lucía enjoys sharing knowledge, connecting people, and building environments where everyone can thrive. Lucía is also a very busy mother of three, who enjoys reading, cooking, running, doing yoga and above all, spending quality time with her husband, friends and family.



Peter Creticos is President and Executive Director of the Institute for Work and the Economy, a national, Chicago-based policy collaborative in workforce and economic development. He founded the Institute in 2000 to continue a career in government, policy research and practice, and higher education. The Institute's mission is to serve as a conduit for innovative workforce strategies and policies that foster economic security, equity, and opportunity for all workers.



Marketa de Assis Scheunemann is a people and transformation leader with over 12 years of experience working at the intersection of HR, digital innovation, and organizational change in international energy companies. In her role as Vice President Global Talent & Diversity at E.ON, she focuses on shaping inclusive, future-ready talent, performance, and development approaches that help individuals and organizations grow together. Marketa's core interest lies in how digitalization, data, and AI can be used thoughtfully to improve employee experience, enable fair and transparent decision-making, and support long-term workforce sustainability. She is particularly passionate about building systems and ways of working that balance business needs with human impact. Known for her collaborative and pragmatic style, Marketa enjoys working with diverse, cross-functional teams and guiding change in complex environments. She believes strongly in people-centered transformation, continuous learning, and creating cultures where curiosity, inclusion, and innovation can thrive.



Marion Devine is Principal Researcher in the Human Capital Center of The Conference Board Europe. The author of over 70 research reports, and eight business books (four for the Economist) Marion has always focused on identifying and exploring new trends in human capital, especially when these intersect with major economic and social trends. Her goal is to flag up innovation and good practice that can help multinationals bring out the best in their workers, and build successful and sustainable organizations. Marion started her career in journalism, working for the Times and Sunday Times, before joining Ashridge Hult as a Research Fellow and then working as an independent business analyst while bringing up her three children.



Matt Donovan: Senior Vice Present and Chief Learning and Innovation Officer Matt Donovan is a recognized name in learning, bringing more than 25 years of experience crafting learner-centric solutions and leading high-impact development teams. Not only has he received a large assortment of industry awards, including being named one of Training Magazine's Top 10 International Trainers under 40, his articles are regularly published and presented at a variety of national and international conferences. In his current role, Donovan has collaboratively implemented and grown GP Strategies' Innovation Kitchen. You will often find him presenting at global industry conferences or writing articles for industry-specific publications.



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I'm **Beatrice Friebel** and a senior transformation leader at the Dutch Ministry of Defence, working at director level on organization-wide change at the intersection of people, leadership, and technology. I have extensive experience in addressing complex transformation challenges focused on modernization, governance, and sustainable capability development in public and multi-stakeholder environments. Currently, I'm closely involved in shaping Defence's Digital Transformation Strategy, where success depends fundamentally on leadership, talent, skills, and cultural change. My work now centers on how organizations can attract, retain, and develop scarce professionals - particularly in the highly competitive IT and cyber domain - while operating within public-sector frameworks and societal responsibilities. My leadership style is people-centered and collaborative, with a strong focus on empowerment, inclusion, and creating conditions for sustainable learning, growth, and engagement. Throughout my career, I've contributed to innovative approaches to workforce development, inclusive leadership, and strengthening long-term commitment in mission-driven organizations. I have a particular interest in future-oriented talent ecosystems, strategic workforce planning, and the role of sustainability and purpose in building resilient organizations. I'm looking forward to exchanging insights with European peers on the future of People & Talent in times of transformation."



Magdalena Gadatsch-Conradi: ING Global Head of Growth & Careers: "People Strategy | Growth & Career Development | Coaching | Leadership Development"



Dr. Serena Gonsalves-Fersch is a global talent and learning leader, with a doctorate in the future of people development in technology scale up and hyper growth organisations, and the 2024 Colin Steed Award winner for outstanding contribution to learning. Her role and expertise covers key areas including L&D, performance management, succession planning, leadership development, talent identification, DEIB. Serena brings extensive experience in learning strategy, talent management, and workforce planning, thriving in dynamic environments where creativity and leadership drive impact. As a Fellow of the Learning and Performance Institute, an advisory board member to start-ups in L&D, a founding member of Women in Learning and Leadership (WILL)



My name is Mike Hodzelmans. Together with Pauline, I am the proud parent of our two learning agility coaches, Isabella and Finnley. By nature, I am adventurous and ambitious, and strongly driven to help people and the organizations they are part of grow and thrive. More than 13 years ago, I founded my own company, partnering with organizations on people development, organizational development, large transformations, and behavioral change. In January 2022, I joined ASML as a founding leader of its first global Learning and Knowledge Management organization. In that role, I shaped its purpose, strategy, operating model, governance, technology landscape, and impact measurement, with a clear focus on enabling continuous learning and meaningful business impact. My role is now expanding into Head of Strategy within the broader People Expertise scope, covering talent acquisition, talent management, leadership development, and learning and knowledge management. Across all these experiences, my work has centered on transforming what initially feels impossible into sustainable impact. Outside of work, I spend my time discovering new experiences with family and friends. Experiences that not only enrich us but also leave us with stories that continue to create value long after the moment itself has passed.



Kimo Kippen, Founder of Aloha Learning Advisors, is a thought leader, speaker, and advocate for lifelong learning and talent development. Kimo is also the Co-Founder of the Shape the Future Consortium in Europe with the inaugural event which was hosted at INSEAD in Fontainebleau, France in January 2025. This annual event will be hosted at Nyenrode University in the Netherlands in February 2026. A native of Hawai'i, former Chief Learning Officer at Hilton, recognized by CLO Magazine as Chief Learning Officer of the Year (2015), former Chair of the Association for Talent Development, and VP of Learning at Marriott International, Kimo has been creating life-long learning solutions for hundreds of thousands of people worldwide for 20+ years. Kimo is currently a Senior Fellow at The Conference Board and Council Director responsible the Learning & Development Executive Council in New York City and the Learning & Development Council for Europe, in Brussels, Belgium. Kimo provides advisory services and meeting facilitation to various global organizations as well as teaching, as an adjunct professor – currently at George Mason University, Fairfax, Virginia, USA. Kimo has a M.Sc. in career and human resource development from the Rochester Institute of Technology and a B.Sc.



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from the University of Hawaii. He is a graduate of the Gestalt Institute of Cleveland's Post Graduate Program. Kimo's home base alternates between Warsaw, Poland, and Honolulu, Hawai'i.



Jay Kolbenson is a 25-year learning and development veteran specializing in LMS implementations, instructional design, and global training leadership. He's worked across semiconductor, government (secret-cleared instructor), industrial sciences, and life-sciences enterprises, including Thermo Fisher. A decade as a Docebo customer and two years as an employee give him deep platform expertise. Jay builds thriving communities and advocates for AI-driven, human-centered learning to drive customer success, retention, and strategic growth.



Ruth Koolhoven-de Groot: I'm Ruth, happily married to Ruben and proud mom of two sons, aged 17 and 20. Our oldest is a professional rugby player—a perfect match for my lifelong passion for sports. Our youngest is very creative; he plays the piano and loves to cook. That resonates with my own creativity: I always try to make the best of things, even when the road gets bumpy. To finance my Sociology studies, I worked for many years as a sports instructor, which taught me the value of discipline and teamwork. Today, I channel that energy into my role as Global Culture & Leadership Development Director at Kiwa, part of SHV, a large family-owned company. I design and deliver culture and leadership development programs for leaders at all levels, aiming to foster positive, human, and self-reflective leadership. My guiding principle is simple: happiness comes from doing what you love every day. Through my work, I strive to inspire leaders to embrace this mindset and create environments where people can thrive. And I try to practice what preach ;)



Maria Kottari: Energy transition and sustainability specialist passionate about shaping a climate-resilient, people-centred future. With deep expertise across EU and international governance, energy and climate policy, innovation, and socio-economic transformation, I bring both strategic insight and hands-on experience to complex global challenges. PhD holder in International, European and Regional Studies and spent several years at the European Commission's Joint Research Centre, working at the intersection of energy transition, innovation, and the SET Plan. Founder of The Energy Matrix, advising public institutions, international organisations, NGOs, and social enterprises—including the European Commission and the UN—on policies that drive sustainable, inclusive change. My work spans just transition principles, sustainable finance, innovation, women's empowerment, sustainable cities, and citizen and technology-driven innovation. I'm driven by the belief that systems change happens when technology, policy, and people align. Strong communicator, natural connector, design-thinking facilitator—able to communicate in six languages.



Dr. Heike Laube,

Skills & Transformation Leader, SAP SE

- Seasoned leader of large-scale people transformation initiatives across GTM and services functions
- Running award winning learning programs
- Evolving the company learning culture from role- towards skill-based
- Outside SAP she worked in industries such as automotive, chemical & medical



Katell Le Goulven: is an Adjunct Professor of Strategy at INSEAD specializing in sustainability. With over 25 years of experience at the intersection of research and decision-making, she advises businesses, governments, foundations, and international organizations on sustainability policy and strategy. At INSEAD, she directs the Hans Wahl Impact Entrepreneurship Programme and the Cartier Women's Initiative Women's Impact Entrepreneurship Programme and served as the founding Executive Director of the Hoffmann Global Institute for Business and Society (2018–2025). Previously at UNICEF, she established the Policy Planning Unit to analyze global trends and guide organizational strategy, and she has held senior roles in governments, NGOs, and the United Nations, contributing to high-level commissions on the data revolution, sustainability, climate change and development, and global public goods. Katell holds a PhD in Agricultural Economics, MSc degrees in Agricultural Economics and Tropical Agronomy, and an Engineering Degree.



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Piers Lea is an entrepreneur and thought leader in workplace learning. He started his own business in 1989 and after 25 bootstrapped years, he joined forces with his main competitor. This created a 200 people business, based in London, Brighton and Sheffield - Learning Technologies Group which listed on the AIM public market. 12 years later the business now employs 5,000 people in 35 countries. In 2025 the business was taken private with funding from General Atlantic. Having reduced his official time working for the business to 2 days/month covering board meetings and chairing the Exec Team meetings, Piers is focusing on establishing a project called Systems Leadership Through Nature. To achieve this he is working with Katell Le Goulven, Adjunct Professor of Strategy at Insead, Insead, GP Strategies, The Whitley Fund for Nature (network of 220 conservation leader winners in 80 countries) and Open Planet- a not-for-profit linked to Silverback Films - often cited as the Hollywood of global nature film-making. He is looking for organisations to market test the concept with, in the coming weeks and will say more about this on Day 2 of the Nyenrode meeting.



Edith Lemieux has over 30 years experience working in global management roles in HR, finance, marketing, strategy and supply chain in Europe, Asia and North America, in the Telecommunications, Logistics, Management Consulting, Industrial Chemicals, and Executive Education sectors. From 2006 she leveraged her multi-sector management experience to lead programmes at the McGill University Institute of Executive Education, before moving to Paris in 2008 to design, establish and head the Air Liquide Corporate University. Edith's corporate responsibilities have expanded to include HR Innovation, and Group HR Transformation Projects across multiple themes that she has led and implemented: Employee Engagement; New Ways of Working - The Next Normal; Inclusion and Diversity; Learning and Development Centers of Excellence. Current areas of research / interests: The impact of mental models on organisational culture and transformations (DBA topic), system thinking, neurosciences, AI of course and in particular for HR! Canadian by birth, and French national, Edith has a degree combining business and engineering from Solvay Business School in Belgium. This truly multicultural and diverse background has fueled a deep passion about learning, leadership and new technologies, that she also contributes to sector associations: The Corporate Learning Forum, The Conference Board.



Doug Lynch: I have spent 35 years in higher education teaching doctoral students, doing research and creating innovations. I won a US Presidential Award for Innovation in Education. I founded the Penn CLO program, chaired the ASTD Public Policy Forum, while an academic I do have significant experience in corporate learning. I sat on board of visitors for CIA and designed and delivered WorldCom's Ethics training after they got in trouble. I also sit on board of American College of Financial Services and Monterrey Tec's Institute for the Future board.



Elliott Masie is a provocative, engaging, and entertaining researcher, educator, analyst, and speaker - focused on the changing world of the workplace, learning, and technology. Elliott is acknowledged as the first analyst to use the term eLearning and has advocated for a sane deployment of learning and collaboration technology as a means of supporting the effectiveness and profitability of enterprises. He heads the MASIE Learning Foundation based in Saratoga Springs, NY and Dublin, Ireland focused on how organizations can support learning and knowledge within the workplace. He is the editor of eNOTES by Elliott Masie and a regular columnist in professional publications, including CLO Magazine. He is the author of 12 books, including the ASTD/MASIE Center's Big Learning Data and recent eBooks on "Learning Pivots" and "Empathy". Elliott' is also a TONY Nominated Broadway Producer of over 44 shows including Kinky Boots, Cabaet, The Prom, Allegiance and Dan Lauria's Just Another Day! Contact: Emasie@masie.com



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Patricia McLagan: Since I threw my leg brace away at age 10, I have been interested in various aspects of power - how we continually learn and grow in power through our lives and - the focus of my 50+ year career - how both leaders and led direct their power during times of change and uncertainty. I worked with top leaders on large scale change projects in global corporations and government agencies in the US and globally. And I worked with business and government leaders in South Africa during the years before, during and after the end of Apartheid - living in country from 1992-2000. I've received rewards for professional and community contribution, Chaired the Desmond Tutu Peace Foundation, and have written many articles and books, including the just released *The Shadow Side of Power: Lessons for Leaders (and Their Supporters)*. And, immediately before that, *Unstoppable You: Adopt the New Learning 4.0 Mindset and Change Your Life*. (Brings what we know about learning, the brain, habits, etc. to the "learners" for their self-learning use.) I am currently spending my productive and contributing time writing, keeping healthy and playing the piano. Websites: www.patriciamclagan.com , www.mclaganint.com; patmclagan.substack.com. LinkedIn: [linkedin.com/in/patmclagan](https://www.linkedin.com/in/patmclagan).



Sylvie Milverton is the CEO and co-founder of Lynx Educate, a social impact platform helping companies offer education for their communities in order to meet their ESG goals. Prior to launching her company, she was CFO of the largest French private higher education group Omnes where she participated in a successful LBO. She held finance, business development, and operational roles at Laureate Education in Latin America over a 13-year tenure, including CFO of Mexico/Central America while based in Mexico and VP Finance Latin America in Miami. She has served on the Board Universidad Insurgentes in Mexico (owned by Linzor Capital) and Lumi Gruppen, a publicly-traded education company in Norway. She has pitched her startup on large stages including as a top 20 finalist for the GSV Cup at the ASU+GSV Summit in 2022, one of the largest Global education, technology, and workforce innovation conferences, SuperCharger Ventures Demo Day in Malta and WISE in Qatar. She has appeared on panels to speak on workforce skills and EdTech at events hosted by HolonIQ, London EdTech Week, and the World Innovation Summit for Education. She lives in Paris with her husband and son. She enjoys exploring Paris's museums and restaurants, and planting a huge vegetable garden, cooking and wine tasting in the countryside in Burgundy.



Martina Mönninghoff leads the Corporate University of Bertelsmann, delivering tailored executive and talent programs for 300+ top executives and high-potential leaders across the Group. She centrally drives upskilling in mission-critical capabilities across approximately 50 countries and oversees a comprehensive digital learning ecosystem serving + 70,000 employees worldwide in the media, services, and education sectors. Her current focus is on equipping leaders to navigate a technology-driven ecosystem, drive organizational transformation, and lead resilient, high-performing businesses and on developing and scaling future-critical capabilities across Bertelsmann. Prior to her global role, Martina held several positions in Talent Management and Corporate Culture within Bertelsmann Corporate HR. Before joining Bertelsmann 15 years ago, she worked as a strategic organizational effectiveness consultant at buw group and researched and published on transformational leadership at the University of Münster. She has lived and worked in Germany and the United States (New York and Wisconsin) and is currently based in Gütersloh, Germany. Martina is an alumna of executive programs at INSEAD, Harvard Business School, and Stanford Graduate School of Business, an authorized organizational psychologist, and holds a doctoral degree in psychology.



Lori Niles-Hoffmann: I am an independent senior EdTech and AI strategist with 25 years of experience across international banking, management consulting, and marketing. This background gives me an unfiltered view of the EdTech ecosystem: what is theoretically possible, what is commercially viable, and what actually works in complex organisations. I am the author of *The Eight Levers of EdTech Transformation* and have created LinkedIn Learning courses taken by over 100,000 learners worldwide. As a trusted adviser to global learning and talent leaders, I help organisations navigate ambiguity and large-scale change. Through extensive EdTech implementations, I have developed data-driven methodologies and practical frameworks that enable learning functions to move beyond service delivery and operate as strategic growth engines. I also advise EdTech and PeopleTech vendors, from early-stage start-ups to scale-ups, working on product vision, roadmap development, and go-to-market clarity,



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grounded in how learning functions actually operate. In addition, I advise investors on EdTech opportunities, supporting due diligence, market assessment, and long-term value creation.



Dr Nigel Paine has spent over 25 years shaping the future of corporate learning. A former Head of Learning at the BBC, he now leads NigelPaine.com, helping organizations build cultures where people thrive. He's a regular speaker, author, and broadcaster on leadership, learning, and technology. Nigel co-founded the CLO Doctoral Program at UPenn, presents Learning Now TV, and co-hosts the From Scratch podcast. He's closely involved with Learnovate at Trinity College Dublin and regularly chairs international learning events. His latest book, released in 2024, examines how organizational learning fosters agility, resilience, and workplace transformation. A global presence, Nigel splits his time between Europe, the US, and Australia. He holds fellowships with CIPD, RSA, and Masie, and earned his doctorate in 2021 with research that underpins his most recent work.



Gerard Penning is an HR executive with experience in the design & execution of people strategies to help drive competitive advantage across the world. His most recent exec role was CHRO of ABN AMRO/member of the Executive Board, responsible for HR and Real Estate. Before this role he has held various executive positions within Shell over a period of 30 years, culminating into the EVP HR of respectively the Upstream and the Downstream businesses in the Hague and London. Gerard has also been a member of the Supervisory Board of SEforALL since 2018 - an NGO directly linked to the UN, backed by amongst others the Rockefeller Foundation, driving the practical execution of SDG7. Furthermore he has been appointed a member of the Supervisory Board of Alliander in early 2021, NL's largest Power Network organisation and a key player/partner in the energy transition/electrification effort. In May 2023 he was elected chair of the Remco/Nomco of Alliander. In his spare time he enjoys mountain biking, hiking and playing guitar.



Roger Philby is a senior leader at Korn Ferry, where he leads the firm's UK & Ireland Consulting organisation, a 200-person practice delivering large-scale transformation, leadership and talent solutions to clients across all industry sectors. In addition, Roger serves as Global Leader of Korn Ferry's People Strategy & Performance practice, shaping how organisations align people, performance and purpose to deliver sustainable results. Roger's work focuses on designing and delivering integrated talent solutions that create real-world impact — strengthening organisational performance while also contributing positively to employees, communities and society. He partners with senior leaders to address complex challenges including workforce evolution, leadership capability, skills development and inclusive performance cultures. Prior to joining Korn Ferry, Roger was the founder of a global consulting firm built around a clear purpose: to create opportunities for everyone to be brilliant at work. That mission continues to inform his approach today, combining rigorous insight with practical action to help organisations unlock human potential at scale. Roger's perspective closely aligns with the mission of the Shape The Future Consortium. At the Amsterdam conference, Roger looks forward to contributing to thoughtful dialogue and co-creating ideas that help shape a better future of work.



Ronald Plantinga: Corporate learning professional with strong leadership track record across technology, commercial and corporate learning functions in FMCG and high-tech industry. Trusted business advisor, experienced change leader and innovator. Companies Philips, Friesland Campina, Signify, Lumileds and ASML.



Daniela Prinz is Global Head of Learning & Competency Development at ZF Group, where she drives innovative global learning strategies and workforce transformation initiatives. With extensive experience in talent management and leadership roles across ZF and top consulting firms, she is passionate about building future-ready skills and fostering agile learning cultures.



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Bas Puts works within the Global L&D organization of Siemens (P&O - Learning & Growth). He is responsible for the Global Learning & Skill Architecture team that focusses on creating smooth & meaningful interactions for various roles of the Siemens Learning and Growth Ecosystem. The skills-based learning approach, e-learning platforms, push & pull architecture are examples of what the team is working on. Bas worked at Siemens in various roles within P&O, the most recent roles are within the “L&D-space”. He believes strongly that people are at the core of the success (or failure) of a business transformation. He is convinced that business transformation = people transformation, and that L&D plays - by its nature - a huge role in this. Bas is known for his enthusiasm, positive energy and reliability. He loves a touch of humor and is often described as a Learning & Development enthusiast with a clear passion for Skills.



Kris Rote: As director Open Enrollment programs at Nyenrode Business University I'm involved in a portfolio of over 90 management programs for > 6 years. What drives me is helping people with their development. I'm living in Amsterdam with my 2 children.



Jan Arnoud Ruiter: Lead expert L&D at Rabobank. Responsible for the Rabobank Academy and Human skills @ Rabobank. When it comes to learning, I believe in the importance of curiosity, context & connection. That is where the magic happens.



Catalina Schveninger is a senior HR leader, consultant, and edtech expert with over two decades of experience helping organisations build high-performing teams. She has worked extensively across SaaS, Tech and Telcos leading HR and L&D at GE, T Mobile and Vodafone and as CHRO of edtech scale ups (FutureLearn and DataCamp). Catalina advises global organisations on talent management, L&D, and organisational transformation. She is also an angel investor and a Venture Partner, having evaluated purpose-led education technology companies as part of Emerge Education’s deal flow. An experienced educator and speaker, Catalina teaches on postgraduate programmes at Porto Business School. She is currently co-authoring #HRUnscripted, a practical and no-nonsense book for HR leaders focused on building top teams, driving strategic impact, and sustaining high performance in the age of AI.



Pieter Schalkwijk is Vice President, People & Performance for Europe and the Pacific at Kraft Heinz, a role he has held since January 2024. With a decade at Kraft Heinz, he has built broad HR and Talent experience. He worked for Kraft Heinz in both the UK and the Netherlands, following an early career as a consultant at Accenture. Pieter holds an MSc in Psychology and Financial Management from Tilburg University. He lives with his wife Meike and their three children, Hugo, Thomas, and Eva.



Alan R. Slavik: A forward-thinking L&D Commercial Executive with 20+ years of experience positioning fast-growing and market-leading HR tech, EdTech, B2B, and life sciences companies for success by operationalizing strategies for revenue growth, partnership development, new business acquisition, account management, and customer journeys grounded in insight. I believe strongly in the transformative power of experiential learning + mentoring and am a lifelong learner that constantly seeks new opportunities for personal and professional growth. I'm passionate about L&D + technology, am always up for exchanging ideas and enjoy shaping/executing creative strategies. I've worked and traveled in over 50 countries, developed and launched countless new offerings and have had the privilege to partner with some of the world's greatest brands and companies. I approach each challenge with one clear objective: make a positive impact while inspiring others to do the same.



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Emma Smeele is Head of Learning, Leadership & Enterprise at Shell, with responsibility for global learning portfolios spanning leadership development; diversity, equity & inclusion; business and professional skills; ethics & compliance; and early careers. Based in the Netherlands, she partners closely with senior leaders to build future-ready capabilities across the organisation. An Occupational Psychologist by background, Emma joined Shell after roles at Andersen Consulting, Capita RAS and City University. She has held leadership roles across organisation development, resourcing, talent, and learning, and has led large-scale initiatives spanning learning strategy, technology, and enterprise transformation.



Linn Steer: Head of Training, Communication & Change Management – S/4HANA Program, Getinge. Linn Steer leads the global learning and change enablement for Getinge’s S/4HANA transformation. She designs practical, people-first learning ecosystems that help employees adopt new ways of working—right in the flow of work. Linn has built global academies, championed rotation and peer learning, and mobilized passionate subject-matter experts to scale training and support worldwide. Blending instructional design with change management and digital adoption, she translates complex transformation into clear, actionable experiences that stick. Colleagues know Linn for a relationship-centered leadership style, curiosity about the person behind the role, and a strong ability to connect strategy to everyday practice. Focus areas: enterprise learning strategy and onboarding, change management (e.g., ADKAR/Prosci), digital adoption and performance support, and stakeholder communications in large ERP programs. Linn is passionate about building new solutions—and measuring what truly improves performance and user confidence.



Brenda Sugrue has over 25 years’ experience leading learning transformation and innovation in large organizations. She was the Global Chief Learning Officer at EY from 2014 to 2024. Brenda’s career has spanned corporate and academic roles, including Vice President of Innovation and Research at Kaplan, and Professor of Instructional Design and Technology at the University of Iowa. Brenda now works as a strategic advisor and shares her expertise through writing, teaching, and consulting.



Hester van Breda-Verduijn

I started my career in primary education, where I developed a strong foundation in learning, development, and human capability. This led me to study Educational Sciences at Utrecht University, where I later served as a lecturer and researcher, specializing in the design and impact of learning systems in complex organizations. I subsequently moved into strategic learning and development consultancy, advising senior leadership teams across sectors. In this role, I supported organizations in defining enterprise-wide visions for learning and development, establishing robust L&D functions, and embedding learning as a core driver of performance, culture, and long-term adaptability. Over seven years ago, I joined Royal Schiphol Group, where I was responsible for designing and building a fully integrated learning organization from the ground up. This included setting the strategic direction, governance, operating model, and capabilities for People Development & Performance in a highly regulated, mission-critical environment. Today, as Head of People Development & Performance, I oversee learning strategy, leadership development, and performance management, ensuring alignment with corporate strategy and operational priorities. My work focuses on translating organizational ambition into scalable people and learning systems that enable sustainable performance, resilience, and future



Prof. Dr. Nick van Dam: is an internationally recognized thought leader, advisor, executive coach, researcher, facilitator, and best-selling (co-) author of more than 29 books on Leadership, Organizational Behavior, and Corporate Learning & Talent Management. Dr. van Dam has over 30+ years of business experience as a former Partner, Global Chief Learning Officer, HR Executive, and Client Advisor at Siemens, Deloitte and McKinsey. As an advisor or faculty, he has served over 100 clients around the world. He is Professor at Nyenrode and IE Business School, and a faculty at Harvard and The University of Pennsylvania. Nick is Director of the IE Business School, Center for Corporate Learning and Talent Management. Nick is an External Senior Advisor and Faculty member at McKinsey & Company. He has written numerous articles for various publications and has been quoted by Bloomberg Businessweek, The Financial Times, Fortune Magazine, Harvard Business Review, Times of India, Information Week, CLO Magazine, and The Wall Street



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Journal. Nick is the founder of the e-Learning for Kids Foundation which has provide over 30 million children with access to free digital learning. Leaders around the world value his inspiring, engaging, and application-oriented teaching/facilitation style tremendously. More information: nickvandam.com



Liz Veasey: With over 20 years' experience, Liz partners with stakeholders to provide impactful solutions for individuals, teams, and businesses. During her career she has worked in a variety of sectors as an internal business partner, consultant, facilitator and coach. Strategically focused, Liz is passionate about unlocking individual potential while supporting organisations to achieve their ambitions. She enjoys translating strategy into practical, sustainable outcomes and bringing together performance, talent and development disciplines to achieve embedded, sustainable outcomes. Areas of expertise include leadership, management and sales development, talent management and succession planning, executive coaching, and change leadership. She places strong emphasis on stakeholder relationships, recognising that trust and collaboration are critical to sharing insights and co-creating lasting impact. Liz brings a pragmatic, people-centred approach to talent and leadership development, combining commercial insight with an understanding of how organisational and human frailties can influence ambition.



Nicolý Vermeulen: is Business Director for Customized Executive Education at Nyenrode Business University with a focus on the Public & Health industry. since November 1, 2021. Until that date, she was active as COO/CFO at TU Delft, Ceo of Sociale Verzekerings Bank and various (international) divisions of ING Group, where she also lived in New York, Hong Kong and London. Nicolý is also chairman/member of various supervisory boards/supervisory boards and audit committees, mainly in the healthcare and public sector. She also recently completed her education for Executive coaching.



Jeanette Winters is a human capital, change management, and organizational development executive known for aligning people, strategy, and opportunity. She passionately strives to enable individual and corporate growth, meet expectations for transformation and revenue generation, and enable achievement. She works with people to capitalize on change opportunities for themselves and their organizations. Jeanette has led corporate human resources at global Fortune 500 organizations, privately held companies and start-ups (Intel, American Express, Pitney Bowes, Amgen, and Igloo Products Corp). Dr Winters has also served as interim HR executive in several companies. She is currently the SVP & Chief People Officer at 8x8, an SaaS telecommunications company based in Campbell, CA. Jeanette holds a doctorate in Public Administration from the University of Southern California, a Masters of Higher Education Administration and a Bachelor of Arts from American University in Washington, D.C. She is a certified as an Executive Coach from the Hudson Institute, certified American Confidence Coach, EQ for Women practitioner, and a certified Talent Optimization Consultant. She also holds a certificate in neuroscience and leadership from the NeuroLeadership Institute and is certified in the NeuroLink suite of tools.



Peter Zemsky: Professor Zemsky is an expert in creating business and social value from digital and AI technologies. He served as INSEAD Deputy Dean and Dean of Innovation from 2013 to 2023, during which time he led all major functions of the school, including the flagship MBA, Executive Education, Advancement & Alumni Relations, and Faculty & Research. A pioneer in educational technology, Professor Zemsky spearheaded a range of innovations at INSEAD, including immersive VR case studies, large-scale customised online programmes, and an AI-powered strategy assistant. He is currently seconded as the founding CEO of Lexarius, an INSEAD corporate venture delivering experiential learning at scale through conversational AI. Lexarius pioneers the development of sophisticated AI role-play use cases with skills-based feedback. Professor Zemsky continues to teach large-scale online strategy courses at INSEAD and delivers sessions on Business Value from AI in the Advanced Management Programme.

