



Inaugural Meeting: INSEAD, Fontainebleau, France, January 28-29, 2025

Participants List - (in approximate alphabetical order)



Marketa Alesova: I am a Vice President for Global Talent Management, Diversity & Inclusion at E.ON as well as leading the Retention part of our Digital HR Transformation with a broad range of experience in the areas of Digitalization, HR, Agile Ways of Working, Lean Management, Change Management, Talent Management, Performance Management and Operational Excellence across multiple national and international business units.



Giuseppe Auricchio is an accomplished business leader with over 15 years of experience driving growth and innovation in top-tier educational organizations globally. Giuseppe has a proven track record in launching and scaling impactful educational products, integrate cutting-edge technology with education to deliver solutions that support institutional success and enhance learner outcomes. Currently serving as Chief Learning Innovation Officer at SEK Education Group, he has spearheaded initiatives such as launching the world's first online International Baccalaureate Diploma Program and establishing a Corporate Intelligence Office to harness data-driven insights. Previously, in executive roles at Proeduca (UNIR) and IESE Business School, he led the development of innovative online offers as well as custom executive education services, growing them into a multimillion-dollar revenue stream. Also while at IESE, Giuseppe spearheaded the digital transformation of the school's teaching and learning practices, achieving broad, institution-wide impact. Giuseppe holds an Ed.D. from the University of Pennsylvania, an MBA from London Business School, and a B.Sc. in Business Administration from Georgetown University. Fluent in Italian, English, and Spanish, he combines strategic vision with operational expertise, making him a recognized thought leader in education and digital transformation.



Aysu Aytac: I began my career as a research and teaching assistant at Middle East Technical University, where I developed a strong foundation in organizational theory, leadership, and management practices. In 2009, I joined Turkish Airlines, spending 16 years in various leadership development roles, including Director of the Global Leadership School and Organizational Development Executive. I led programs in leadership training, team building, change management, and diversity, aligning them with the company's strategic goals and helping develop talent across the global workforce. Currently, as Head of Organizational Development at BTS AI Labs, I focus on fostering innovation and collaboration in a fast-evolving tech environment. I design leadership programs that prepare employees to thrive in the AI industry while addressing the strategic needs of the company. My recent work explores corporate universities in emerging economies and how national competitiveness impacts enterprise performance, contributing to my research on global business development. Over the years, I've collaborated with universities and private companies, creating tailored programs in leadership, sales, customer service, and performance management. My approach integrates traditional leadership models with the latest organizational development strategies, always focused on driving meaningful and sustainable results."



Russell Butler: is the CEO and Founder of iVentiv, a leading global events company. A firm belief that learning occurs through experience led Russell to establish iVentiv in 2008, at the age of 27. iVentiv was created to replace what Russell saw as an outdated sit-and-listen model of conferencing with something much more experiential, relevant and impactful. Under his leadership, iVentiv has become the premier Chief Learning & Talent Officer events platform globally with an all-time average event score of 93%. Since 2008 over 300 iVentiv sessions have been delivered from Sydney to Seattle. iVentiv sessions have been hosted in the offices of leading CLOs at companies including Visa, Novo Nordisk, McDonald's, Shell, Ericsson, Toyota, Expedia, Citi, MetLife, GE and Novartis. Russell has also designed and developed bespoke events for organisations such as AstraZeneca, ASML, Microsoft and Adobe. He has a passion for all things learning and education. With two young children his interest in the future of education and the linkage through further education and into the corporate world is ever increasing. Working with and across four generations has also piqued his interest in the shifting demands and expectations of multiple generations across the work/life and increasingly life/work balance. Academically, Russell is a Fellow of the Chartered Institute of Marketing (FCIM) and holds a MA Management from Nottingham University.



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Catalina Camargo brings over 15 years of diverse experience, spanning strategic leadership, operational excellence, and innovation in dynamic, international settings. As Director of Strategic Projects, International at The Conference Board, she drives operational excellence, develops future leaders, and integrates AI-driven innovations to align business operations with strategic priorities. Known for her results-oriented approach, Catalina has consistently delivered measurable outcomes, including enhancing efficiency, increasing engagement, and fostering organizational growth. Her expertise in navigating change, building trust with senior stakeholders, and leading high-quality initiatives underscores her commitment to creating sustainable value and positioning organizations for success in an evolving global landscape. Catalina is deeply passionate about exploring the possibilities of AI to underpin business innovation and unlock new opportunities for growth and efficiency.



Brandon Carson is a global learning leader with 20+ years leadership experience scaling tech-enabled learning products and solutions for many of the world's largest organizations. As an entrepreneur and published author, Brandon has a proven history of building and expanding L&D solutions that leverage cutting-edge technologies and methodologies. Currently, the Chief Learning Officer at Docebo, his mission is to modernize and elevate L&D strategy to meet the needs and expectations of our customers, partners, employees and communities.



Daniel Casey is a seasoned learning and development professional with over 16 years of experience in the field. With a strong background in consulting and executive leadership, Daniel has worked with multiple global clients across various sectors, gaining a deep understanding of the challenges organizations and their people face. As a purpose-oriented leader, Daniel has successfully led teams at the executive level and now collaborates with a global team to deliver innovative solutions that address the fast-paced changes in today's complex global environment. A qualified Strengths Coach, Daniel is passionate about the transformative power of learning and is always eager to share insights on this approach.



Martin Couzins I run a research agency in the learning, HR and talent markets. My work involves researching market trends and customers and turning them into insights to help teams and organisations thrive.



François Debois With over 23 years of experience in Learning & Development, François Debois brings extensive expertise to his role at L'Oréal. His background includes working in a training organization and designing large-scale upskilling projects, giving him a deep understanding of the complexities and nuances of talent development. He champions continuous learning as crucial for success in today's dynamic environment and is dedicated to fostering a culture where employees proactively engage in personalized learning experiences to enhance performance and contribute to L'Oréal's growth.



Robert (Bob) Demare is responsible for development of A.P. Møller Maersk's executive population. In this role he supports executive assessment, coaching, executive onboarding, and leadership development. Prior to joining Maersk, Bob worked in leadership development, learning, and HR partnering roles in Honeywell and DHL while living in Prague, Czech Republic. Bob started his career working in a Canadian national charity – first as the director a year-round outdoor education center and then as a general manager for a Toronto community center. Bob holds a doctorate from the University of Pennsylvania's Chief Learning Officer program where his research focused on experience-based development of senior leaders. He is a Canadian and lives in Copenhagen with his wife, his 8-year-old son, and his dog. Bob is an avid sailor, runner, and camper.



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Matthew 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. In his former role as the Global Leader for Digital Learning Strategies and Solutions, Donovan oversaw the multifaceted team responsible for creating an extensive portfolio of engaging learning experiences employed by Fortune Global 500 companies. Many of these courses have received industry awards and recognition. He has master's degree in Instructional Systems Technology from Indiana University, and Master's Degree in Education from University of Pennsylvania.



Dorota Florczyk's career is focused on developing talent in international organisations. She worked across many European and global industries (inc. PricewaterhouseCoopers, IBM). She is currently Head of Skills, Learning and Development at the European Investment Bank in Luxembourg. In her capacity she creates structures for talent to thrive and continuously grow in an organisation, promotes new ways of working and learning to accelerate people and organisational development. Her passion is to drive change in organisation that engages people across all lines of business. In her free time Dorota likes being active, doing yoga or travel further south to sail.



Dr Serena Gonsalves-Fersch is the Global Head of Talent Management for SoftwareOne and the 2024 winner of the Colin Steed Award for Outstanding Contribution to Learning. Serena is a Talent and Learning & Development leader and holds a doctorate from Middlesex university on the future of learning & the learning and development function in technology accelerating organisations. She is a Fellow of the Learning and Performance Institute and a Founding Member of W.I.L.L. – Women's Inclusion in Learning and leadership – a body committed to supporting women on leadership pathways, whilst giving back to charities supporting girls' education and women in regions of crisis. Her current role includes Performance Management, Succession Planning, Talent Identification, Workforce Planning, DEIB, and leadership of the SoftwareOne Academy – the organisation's corporate university. She has a wealth of experience both as a management consultant, and in internal leadership roles, in setting learning strategies, managing talent and career development and predictive learning solutions.



Florent Grisaud Verrier: Driven by a passion for talent development, I excel in crafting and executing global Learning strategies. By harnessing emerging technologies and innovative solutions, I ensure continuous learning remains a vital driver of individual, team, and organizational success.



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Sanja Haas is the Chairwoman of the Human Capital Advisory Board at The Conference Board. In this role, Sanja supports the Human Capital Practice which includes The Human Capital Exchange™, research, conferences, webcasts and programs in a broad spectrum of human capital areas. Sanja is also the Council Director for the Leadership, Talent & Organizational Transformation, HR Strategy & Transformation, and HR BP Councils, and is the founder and managing director of Haas Consulting. She consults and trains large regional and global companies in the area of business strategy, organizational strategy and leadership development. Her special interest and additional area of expertise is Creativity. Together with 2 business associates, she developed a new, unique global methodology for assessing individual and organizational creativity and how to link/correlate this to more and better innovation in the workplace, called the Creativity and Innovation Pulse (CIP) Survey®. Haas was previously a senior HR Manager in the Western European organization of Procter & Gamble, in Geneva, Switzerland and also held various senior HR and Marketing positions for the company in the Nordic countries and Austria. She has extensive experience of managing large-scale change programs and organizational redesign/restructuring, talent management and strategic workforce planning. She is particularly interested in leadership/organization development & culture, creativity & innovation, the future of both the workplace & workforce (especially Gen Y) and the future of education, i.e. how we will need to change/adapt our current educational systems to develop the young talent we need for future business successes. She is passionate about connecting theory with practice and people with business opportunities.



Emma Hector is an Associate at Cevian Capital, Europe's largest and most experienced dedicated activist manager with c. USD 12 billion AUM and a track record dating back to 1996. Emma joined Cevian in 2019 and has played an important role in the due diligence on investment opportunities in various sectors (incl. education and industrials) across the Nordics and the UK. In addition to being responsible for Cevian's investment in Pearson plc, she has been actively involved in the due diligence and value creation work at other current Cevian investments including Nordea (a leading retail and corporate bank in the Nordic region) and SKF (a leading global bearings supplier). She holds a BSc in Business & Economics and a MSc in Finance (top-10% graduate) from the Stockholm School of Economics.



Judy Hou is the Global Head of Capability Development for Smoke-Free Products division at Philip Morris International (PMI). Judy leads a team of learning specialists and knowledge management professionals focusing on design/development of global learning and upskilling programs (online/hybrid/offline) for all categories and related consumer engagement systems covering 160+ markets worldwide to ensure timely dissemination of knowledge/skills for commercial success. Judy serves on several international education boards as an advocate for life-long learning and talent development. She is also a champion for Inclusion and Diversity causes and is a Women Inspiration Network (WIN) steering committee member at PMI.



Kimo Kippen, Founder of Aloha Learning Advisors, is a thought leader, speaker, and advocate for lifelong learning and talent development. 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. 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.



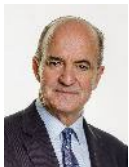
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Heike Laube: Seasoned leader with extensive experience in driving large-scale people transformation initiatives across GTM and services functions. Proven track record in running award-winning learning programs and evolving company learning culture from role-based to skill-based.

Professional Experience: • Led large-scale people transformation initiatives across GTM and services functions. • Managed and executed award-winning learning programs across the ecosystem.

• Spearheading the evolution of the company's learning culture from role-based to skill-based. Additional Industry Experience • Automotive • Chemical • Medical



Piers Lea has four decades of industry experience in the learning innovation sector. Piers founded LINE Communications in 1989, which was acquired by Learning Technologies Group in 2014. He's considered a thought leader in the learning space and is renowned for helping large organisations with their learning and talent strategies, with a specialism in the use of technology to increase efficiency and effectiveness. Piers has won many awards via the business but also a personal award for 'Outstanding contribution to the Industry'. He sits on the main Board of LTG and helps set the strategic direction of the group at the same

time as advising customers.



Edith Lemieux: Originally from Canada, has lived and worked in Belgium, Japan, UK, Russia, Canada and France. She completed a combined degree in business and engineering before moving into global management roles in finance, marketing, strategy and supply chain, after which she leveraged her multi-sector management experience to lead programs at McGill University Executive

Education Institute. Edith moved to Paris to establish Air Liquide Corporate University in 2008, which she is Head of today. She is also responsible for Employee Engagement for the Group. With her multicultural and diverse background, Edith is passionate about learning, new technologies, and innovation.



Isabelle Mancel has held leadership roles as global head of talent development and learning, HR Director, and consultant, operating in international and multicultural contexts. She focuses on transforming organizations and evolving learning cultures by bridging people, innovation, and technologies. Isabelle brings expertise in corporate learning, organizational development (OD), digital transformation, and strategic leadership.



Sylvie Milverton is the CEO and co-founder of Lynx Educate. Prior to launching her company, she was CFO of the largest French private higher education group INSEEC U. 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. Sylvie received an MBA from Wharton and an MA in International Studies from the Lauder Institute at the

University of Pennsylvania. Prior to her business studies, she received an MA in French literature from the University of Cincinnati and University of Paris, and a BA from the University of Chicago.



Nathalie Nawrocki Nathalie is the Executive Director of INSEAD Corporate Partnerships and INSEAD Executive Coaching. She is based in Fontainebleau on the INSEAD campus and leads a large global multicultural team that develops custom executive education programmes in partnership with companies and institutions. The focus is on co-designing and delivering innovative learning solutions that create value and impact for INSEAD's partners. Nathalie is a French and German national with a background in media, marketing and sponsorship having worked for organisations across Europe and Asia. She is fluent in four languages and holds a BA degree in Psychology and Sociology; a Masters in Sociology of

Negotiation and a postgraduate degree in European Geopolitics.



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Ozge Ozcer is a seasoned leader with over 15 years of experience supporting global organizations in addressing their critical skills needs across Europe. Specializing in the intersection of education technology and workforce development, she has helped leading EdTech companies—spanning social learning, language education, and professional training—successfully expand from consumer-focused offerings into thriving enterprise markets. Before joining Emeritus, Ozge held leadership roles at high-growth scale-ups, including Docebo and Busuu, where she played a pivotal role in driving strategic growth and market expansion. She holds an MBA from London Business School. Fluent in Turkish and Spanish, Ozge is passionate about leveraging technology to bridge skill gaps and empower both individuals and organizations to thrive in an ever-evolving world of work.



Nigel Paine: With over 25 years of experience in corporate learning, Nigel is a regular speaker, writer, and broadcaster on the topics of learning culture, technology, and leadership. Between 2002 and 2006 Nigel headed up the BBC's Learning and Development operation. Following this, he started his own company, NigelPaine.com Ltd, which is focused on building great workplaces that develop great people. Nigel helped set up the CLO Doctoral Program at UPenn and has written four books recently on leadership learning, learning culture and organizational learning. He presents a monthly TV programme (Learning Now TV), and shares a weekly podcast (with Martin Couzins) called From Scratch. Nigel is involved in the Learnovate Centre, based in Trinity College Dublin. Learnovate is a learning research and innovation think tank. Nigel Chaired the Learnovate Thought Leaders Circle in 2023 and has chaired iVentiv events in Australia, Europe, and the United States. His fourth book was released in September 2024. It concentrates on the power of organizational learning to transform organizations, increase agility and resilience, and make them better places to work. Nigel splits his time between Europe, the US and Australia. He is a fellow of the CIPD, the UK's professional body for HR and people development, the RSA (Royal Society of Arts, Manufacturing and Science) and a Masie Fellow in the US. He was made a visiting Professor at Napier University in Edinburgh in 1998 and was awarded his Doctorate in Professional Studies from Middlesex University in 2021. Nigel's doctoral research forms the basis of his new book.



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.



Ronald Plantinga: Experienced transformation leader with broad industry experience across B2B and B2C. Corporate L&D leadership roles at Philips, Royal Friesland Campina and ASML over past decade. Prior track record in technology innovation, marketing and new business development. Passionate about L&D and Knowledge Management.



Claudia Pop-Călinescu: My bio includes 18 years of combined experience in working with C-Level and Executives across various functions, strategic planning, commercial operations, leadership roles, data analytics, customer experience and events. I support The Conference Board's mission to provide Trusted Insights for What's Ahead which help European business leaders take better decisions. As the Head of Strategic Partnerships, I look after long-term collaborations with leading organizations across Europe and CEO events. My native language is Romanian, and I also speak English, French, and Italian.



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Catalina Schveninger - In her 25 years in the people function, Catalina has played every role imaginable – from recruiter to HR generalist to Head of Employer Brand to Chief Learning Officer and finally to Chief People Officer. Her experience covers a wide range of industries, including SaaS, e-commerce, and telco, all with extensive global footprint. She worked for iconic brands (GE, T-Mobile, Vodafone) as well as for purpose-led scale-ups in the field of education technology (FutureLearn, DataCamp). Catalina is passionate about access to education and learning. She is an Angel Investor and VC Partner with a focus on edtech and volunteers as a career mentor to students via the 1Million Mentors charity organisation.



Peter Sheppard heads up the Learning Ecosystem team at Ericsson. A Company of over 100,000 employees connecting people all over the world through mobile networks. In his current role Peter has global responsibility for creating the environment and infrastructure for learning in Ericsson through leading a central group of learning experts. His team have picked up Brandon Hall and Learning Technologies awards for their work to date. In addition to his day job over the last 3 years he has led a cross functional team to design and implement a simple, dynamic and automated job and skills architecture. The focus of this work now is to utilise the infrastructure to drive a shift towards being a skills powered organisation. A fellow of the CIPD with over 35 years' experience in HR and Learning & Development having previously worked for Philips Electronics and IBM. Peter is driven by a strong belief in the business value of learning and the desire to support individuals to achieve the best of who they are.



Alan Slavik is a forward-thinking L&D and Commercial Executive with 20+ years of experience positioning fast-growing and market-leading data, HR tech, EdTech, B2B, automotive, 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. He is a Co-Founder & Strategy Consultant at Insight Revenue advising market-leading, growth-stage, and emerging SaaS, enterprise, and B2B companies on their commercial strategies, driving commercial enablement, developing business acumen, and measuring impact. With a unique mix of both curiosity and drive, Alan loves tackling new challenges and helping customers and colleagues succeed. He believes strongly in the transformative power of experiential learning + mentoring and is a lifelong learner that constantly seeks new opportunities for personal and professional growth. He's passionate about L&D + technology, is always up for exchanging ideas and enjoys shaping/executing creative strategies. In 20+ years, he's worked and traveled in over 50 countries, developed and launched countless new learning technology solutions and has had the privilege to partner with some of the world's greatest brands and companies. He approaches each challenge with one clear objective: make a positive impact while inspiring others to do the same.



Nick van Dam, PhD is an internationally recognized thought leader, advisor, executive coach, researcher, facilitator, and best-selling (co-) author of more than 27 books on Leadership, and Corporate Learning & Talent Management. He has over 30+ years of business experience as a former Partner, Chief Learning Officer, Business 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 (visiting) Professor at The University of Pennsylvania, IE Business School, and Nyenrode Business University (full and tenured Professor). Nick is a core faculty member of CEDEP. He is Academic Director of the IE/Nyenrode Global L&D Leadership Program and Global HR Leadership Program. And he is an external senior advisor and faculty of leadership programs at McKinsey & Company. Dr. van Dam has written numerous articles for various publications and has been quoted by Bloomberg Businessweek, The Financial Times, Fortune Magazine, Harvard Business Review, Information Week, CLO Magazine, and The Wall Street Journal. His lifelong learning journey has included studies in economics and business economics (BEd, Vrije Universiteit, Amsterdam), organizational sociology (MA, Universiteit van Amsterdam), psychodynamic psychology (EMC, INSEAD) and human capital development (PhD, Nyenrode)



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Jean-Marc Verbist started on 1st September 2023 as Human Capital Center Leader, Europe, based in Brussels. Jean-Marc is an HR professional with 20+ years of experience in the banking, telecom, and consulting sectors. At Bank Degroof Petercam, he held the position of CHRO for about 10 years, reporting to the CEO and was a member of the Group Management Board. He led an HR team internationally and has extensive experience acting as a speaker and moderator. Previously in the Telecom sector at Proximus he was part of the Executive team, responsible for internal reorganisations and mergers before becoming Vice President Human Capital at Proximus leading an HR team of 150 HR employees. Jean-Marc started his career at Accenture as a Senior Consultant. Jean-Marc has extensive experience in HR Strategy, Board management (remuneration and nominations committees), Transformation & culture, Talent Management, HR Business Partnering, HR Operations, HR matters related to regulated sectors, External & internal Recruitment, Training & Development, Performance Management, Career Management, Leadership, Succession Management, Redeployment, Change Management, Culture, Competences Management, Training and Development, all HR impacts of Mergers and Acquisition/reorganizations and Senior Program/Process Management. He holds a master's degree in business administration at Solvay Business School, ULB university.



Peter Zemsky: Peter Zemsky is the Eli Lilly Chaired Professor of Strategy and Innovation at INSEAD and a noted expert on driving business value from technology. He was an integral part of the school's leadership team from 2010 to 2023 and has led all major departments at the school including faculty & research, advancement, degree programmes, and executive education. He served as Deputy Dean/Dean of Innovation from 2013 to 2023. He was responsible for launching the school's award-winning online education unit and opening its latest facility in San Francisco. Currently enjoying an academic sabbatical, he is actively working on the application of AI to management education. A dual US and French citizen, he recently relocated to the school's Abu Dhabi campus after almost 30 years at its Europe Campus in Fontainebleau, France. He holds a PhD from the Stanford Graduate School of Business.

