

STF Consortium Summer Forum Korn Ferry, London (June 15-16, 2026) - Participant Bios

(in approximate alphabetical order)



Chara Balasubramaniam: Global Talent & Development Director is passionate about building new capabilities around AI, transformation, sustainability, innovation, and learning. Experienced in corporate organisations across multiple industries including pharmaceuticals, healthcare, fast moving consumer goods and energy.



Jackie Barefield is a learning and development leader with more than 30 years' experience across multiple industries and sectors. She is Head of Future Capabilities Operations at BAT, where she leads strategic capability development for Operations, helping the business build the skills, mindsets and experiences needed for the future. Her career has included senior L&D roles with organisations including Unilever, WPP, Barclays and PMI. Jackie is known for establishing new L&D functions from the ground up, creating evidence-based, scalable capability models that connect directly to business performance. She is passionate about turning data, insight and demand signals into practical learning strategies that deliver measurable impact for people and the organisation. At BAT, her work includes aligning capability development with skills-based transformation and enterprise talent systems. A Chartered Fellow of the CIPD and Fellow of the Learning and Performance Institute, Jackie is also an active external speaker in the L&D profession, sharing practical perspectives on innovation, learning impact and award-worthy practice.



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occurs through experience led Russell to establish iVentiv in 2008, at the age of 27, to replace what he saw as an outdated sit-and-listen model of conferencing with something much more experiential.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.



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 to make better decisions.



Shape The Future Consortium



Matt Donovan: Senior Vice Present and Chief Learning and Innovation Officer 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.



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).



Kim Glenn: EDSI Managing Director has spent two decades testing a single conviction: the most human workplaces are also the highest performing. An organizational psychologist by training, she is Managing Director of Innovative Learning Solutions at EDSI, where she built and scaled a talent development practice that now holds the strongest profit margins in the company's history. She believes engagement and performance are not a trade-off but the same thing, and she leads that way, with psychological safety, recognition, and real room to grow. People on her team do their best work because they are trusted, supported, and seen. Her work runs through complex, regulated, and unionized environments, from interim training leadership at one of the nation's largest social services agencies to statewide workforce systems and transit organizations in transition. She is the author of two working frameworks: BRIDGE for employer engagement and ANCHOR for AI readiness. Kim is a member of ATD's Chief Talent Development Officer group. She holds a B.A. in I/O Psychology, Cum Laude with Departmental Honors, from Dickinson College, with graduate coursework in I/O at Capella University. Her certifications include DiSC Certified Trainer, Workplace DEI, Design-Led Strategy, Instructional and Learning Design, E-Learning Design, Adult Learning, and EMBER DEIAB.



Kate Graham After 20+ years working in people and human capital, I am committed to sharing new technologies and best practice across the market. And I am excited for the rethink that AI offers for the future of work. My current role brings together many different threads - deep HR tech knowledge and understanding, a strong network of thinkers, experts and practitioners, application of technology to solve business challenges and an inherent insight into the industry and its players. In addition I host Learning Now TV monthly, interviewing innovators and leaders across L&D, talent and HR.



Nick Halder: A 25 year career in tech businesses, last 10 in PE backed companies - been through scale up, scale down, mergers and acquisitions (on both sides) - and build learning, talent and performance in those environments. Most recently at Deltatre this has meant learning, performance, talent and career management, engagement, internal comms and ESG. So probably safe to say I am a "jack of all trades". Love the nuance and complexity of humans!



Shape The Future Consortium



Lynn Hawkins: Former SVP and Global Head of HR at ViiV Healthcare, I lead the HR strategy and operations for a fast-paced and purpose-led organization that is committed to delivering innovative medicines for the care and treatment of people living with HIV. I have over 20 years of experience in HR across Pharma and Consumer Healthcare, with a track record of driving transformation, developing diverse and high-performing teams, and creating environments that enable people to thrive and perform at their best. I am the Chair of the Nominations Committee and a Trustee at Autistica, a research-based UK charity that focuses on helping autistic people have happy, healthy, and long lives. In addition, I am a channel swimmer and a lover of all things open water swimming. I believe that my personal and professional values align with the mission and vision of ViiV Healthcare, and I am proud to be part of an organization that strives to leave no person living with HIV behind.



Rahim Hirji is a keynote speaker, author, and strategic advisor who helps organisations stay deliberate about the human side of AI. His book, *SuperSkills: The Seven Human Skills for the Age of AI* (Kogan Page, 2026), was the most requested title at the London Book Fair and is being published in multiple languages. His central argument is one every learning leader recognises: as AI takes on more of the work, organisations are quietly handing over judgement they never meant to surrender. He calls this the difference between drift and design, and he gives leaders a practical language for choosing the second. The thinking is built on research conducted with more than 200 organisations across over 30 countries between 2019 and 2026. It is grounded, too, in two decades operating at the front line of education technology, where he co-founded EtonX, acquired by Eton College, and led international growth at Quizlet across 60 countries, following earlier roles at HarperCollins and Avallain. He writes *Box of Amazing*, an essay read by 25,000 people for over a decade, and speaks to organisations worldwide about curiosity, judgement, and what should stay human as the tools get better.



Charles Jennings is a leading thinker in innovative learning and performance approaches. He is particularly known for his work on the integration of learning and working. His current work is focused on 'atomic teams' - the fact that teams, not individuals, are the basic unit of value in organisations. His career includes roles as a business school professor, as head of the UK national centre for networked learning, as an executive and Chief Learning Officer, and as a member of advisory boards for international learning, performance, and business bodies. He is a Fellow of the UK's Royal Society for Arts (FRSA) and a Fellow of the Learning & Performance Institute (FLPI). He is also a Senior Advisor at the European Foundation for Management Development (EFMD) and other bodies.



Claire Kennady is Head of Learning & Development at IMI plc, a global FTSE100 engineering company specialising in fluid and motion control technologies. She leads the global development strategy, designing programmes that build critical capabilities aligned to IMI's priorities of commercial excellence, market-led innovation, and performance culture. Claire is passionate about creating a learning culture that drives measurable improvements in capability, employee engagement, and leadership succession, ensuring development efforts support business growth.



Kimo Kippen is the Founder of Aloha Learning Advisors, thought leader, speaker, and advocate for lifelong learning and talent development as well as Co-Founder of the Shape the Future Consortium. 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. Currently a Senior



Fellow and Council director at The Conference Board in the US and in Europe. Kimo serves on several non-profit education related association boards he is also an adjunct professor at George Mason University in Fairfax, Virginia, USA. Kimo's home base alternates between Warsaw, Poland, and Honolulu, Hawai'i.



Dorota Kowalska is a linguist and retired HR technology professional with 20+ years of global experience driving transformation across multinational, multilingual organizations through cloud deployment solutions. Dorota has a track record of building and scaling high-performing teams, notably expanding and mentoring Workday consulting groups into centers of excellence. Her corporate career spans senior management roles at Aon and NII Holdings (Nextel in South America), where she led HR systems deployments, including enterprise-wide Workday HCM implementations. At Marriott International, she implemented global performance management systems and HR technologies across 60+ countries. Currently retired (her best career move ever!) pursuing activities that she enjoys such as exploring beaches in Hawai'i, metalsmithing and building websites for causes/people that she likes.



Anna Lees is Managing Director of Annalyse Consulting, where she advises organisations on talent, leadership and organisational effectiveness. She partners with CEOs, Boards and executive teams on talent strategy, succession, leadership development and organisational performance, drawing on more than 20 years' experience in senior in-house and consulting roles. Her career has spanned global organisations including the Francis Crick Institute, Refinitiv/LSEG, S&P Global, IG Group and King's College London, as well as a decade with Hay Group (now Korn Ferry). She has led talent, leadership and organisational transformation agendas across financial services, technology, life sciences, higher education and professional services. Anna is particularly interested in how organisations build leadership capability, navigate change and create cultures that enable people and businesses to thrive. She currently combines consulting work with exploring senior Talent, Leadership and Organisation Development opportunities.



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.



Brian Murphy: Over the past 20+ years, I have led enterprise-wide transformation across global organisations including Microsoft, AstraZeneca, Citi and now NTT DATA, shaping capability across workforces of 60,000–140,000 employees. My focus has been on building integrated capability ecosystems — connecting leadership, skills, talent and culture to business strategy and customer outcomes. Currently, as Global Head of Learning,



Leadership & Talent Development at NTT DATA, I lead enterprise capability strategy for 140,000 employees globally.



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, 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.



Che Osborne is a learning and skills transformation specialist with a passion for helping organisations unlock the potential of their people through technology, innovation, and continuous learning. With extensive experience across learning platforms, digital adoption, talent development, and workforce agility, Che has worked with organisations to build skills-driven cultures that enable individuals and teams to thrive in a rapidly changing world. A strong advocate for lifelong learning, Che is particularly interested in the intersection of skills, AI, and the future of work. He enjoys exploring how organisations can create meaningful learning experiences that drive engagement, performance, and career growth. Known for combining strategic thinking with practical application, Che brings valuable insights on learning ecosystems, skills development, talent mobility, and the evolving role of technology in workforce transformation.



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.



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.



Prachi Prasad is the Global Head of Leadership & Learning Development at dunnhumby, a global leader in Customer Data Science. Her career has spanned roles as an engineer, marketer, consultant, and L&D leader across organisations including Vodafone, IBM, NIIT, and Siemens. This diverse experience has shaped her passion for developing people and building high-performing teams that drive business impact. At dunnhumby, Prachi leads the global team responsible for leadership and capability development for both colleagues and clients globally



Catalina Schveninger is a Venture Partner and Capability Builder, working at the intersection of AI, skills and learning... a Learning, Skills and AI Capabilities Consultant, former CLO and Chief People Officer, Catalina has extensive, hands-on experience designing and delivering capability building and internal mobility strategies at enterprise scale at GE, T-Mobile and Vodafone. A recognised voice on the future of work, she is a Venture Partner at Emerge Education and speaks regularly at major HR conferences (Unleash, CIPD Festival of Work, Merit Summit) on skill-based organisations, organisation design for the hum-bot co-existence, and the science of learning.



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.



Geoff Stead is a learning technologist, an inventor of digital products, and a shaper of the creative teams it takes to make them real. He's happiest working in the blend between humans and technology, where he's spent his career building digital learning products used by millions worldwide. As Chief Product Officer at Babbel, MyTutor and Cambridge English, he has turned learning science into products people actually use, bridging theory and practice across language learning, near-peer tutoring and digital assessment. At each, he built and led the teams that took new ideas from research to scale. A long-standing optimist about emerging technology, Geoff was early to put AI to work in learning, and continues to shape where it goes next. He's a member of the British Council's Assessment Advisory Board, and co-author of *Engines of Engagement: A Curious Book About Generative AI*, an Amazon top-50 AI title and winner of best tutorial at I/ITSEC 2024.



Shape The Future Consortium



Roxana Tanase is Global Head of Executive Talent Management at Microsoft, where she leads the company's global approach to executive succession and leadership bench. She is responsible for shaping how Microsoft identifies, develops, and mobilizes critical talent to meet future business needs at scale. With over two decades of experience in global talent management, Roxana has designed and delivered enterprise-wide strategies spanning career development, internal mobility, mentoring, and leadership development across organizations of significant scale and complexity. At Microsoft, she has overseen talent strategies supporting more than 200,000 employees across 180+ countries, combining data, technology, and business insight to drive meaningful outcomes. Her work sits at the intersection of talent, skills, and technology, with a focus on building modern, AI-enabled talent systems that help organizations stay agile and future-ready. Roxana is passionate about creating environments where people can grow, unlocking potential at both an individual and organizational level. She brings a global perspective, having worked across Europe and the United States, and is known for translating complex talent challenges into practical, scalable solutions.



Sam Weber is Chief Operating Officer at Skillwell, an adaptive learning and simulation platform for skills development. With a career spanning EdTech go-to-market strategy, business operations, and commercial leadership — including senior roles at Blackboard, Class and Instructure — Sam brings deep expertise in scaling learning technology businesses through periods of growth, complexity, and change. He thrives at the intersection of innovation and execution, helping organisations turn ambitious learning strategies into measurable outcomes in ambiguous, fast-moving environments.



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.

