



E.C.L.O.

European Consortium for the Learning Organisation

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Learning Excellence A Survival Guide in Troublesome Times

Speakers Biographies

**In collaboration with two EU funded projects
that E.C.L.O. is proud to be a partner with**

**Transfer of Innovation Self Assessment
For Educational and Training Organisations**



Trans - Saeto



- Marc Alen** Marc was born in Antwerp, Belgium. He is happily married to Ingrid - a psychologist - and has two children. He is an electronics engineer from the University of Leuven and has an MBA degree from the Antwerp Handelshogeschool. After graduating, he worked for two American multinationals and subsequently became the founder and General Manager of Arboth Learning Technologies, an organisation specialising in web based learning. His main interest is how technology can support both organisations and individuals in finding ways to stimulate and enhance learning. This activity has resulted in close contacts with the Flemish Government and the European Commission. Marc is President of ECLO.
- Jozefa Fawcett** Józefa Fawcett is the UK 2009 winner of the HR Leadership Award from the World HRD Congress. As a learning specialist with 31 years of experience in HR development she has worked across private, public and charity sectors, designing and delivering training; producing e-Learning; providing Voice-Over for training and public information films and been a key note speaker at conferences in the UK and Europe. In 2002, Józefa founded POL Group operating through four interdependent business ventures these being: Training provision; Research; Project Dissemination and Quality Standards. Józefa has an MA in Human Resource Management; a Post-Grad Diploma in Training Management; a Certificate in Training Practice and a Certificate in Health Service Management and holds the position of Senior Lecturer at the University of Westminster, London. Józefa undertakes research across four key areas, these being: 1] Knowledge Management, Sensemaking and Communities of Practice; 2] Organisational Learning / Learning Organisation; 3] HRM / HRD Management & Leadership Development; 4] Quality Management Standards and Cognitive & Attitudinal development.
Go to the website for more information <http://thepolexperience.com/POLportal.htm>
- Andreas Dallage** After his MBA, Andreas made his postgraduate studies in communication science while in parallel setting up his own business, the Institut Für Betriebsanalyse Und Kommunikationsforschung. In 1987, he set up lbk – System- Und Softwarehaus GmbH, which from 1990 till 2001 participated successfully in more than a dozen EU research projects. Andreas participated in most of the projects personally, either as the project or the exploitation manager. Additionally, he designed and won a number of other EU projects for the ibk/isd group where he was major shareholder and served as board director in charge of research co-ordination. In 2001, he was a founding partner for lbk Management Solutions GmbH, a company focussing on the exploitation of the results of the previous research projects, with a special emphasis on management tools that support the EFQM process. Andreas is the representative of the IBK-group to the EFQM and works as European excellence assessor, in which role he now acts as a team leader for the European award. Besides his commercial activities, Andreas is a free lance researcher for university of Liechtenstein in which positions he works on several European research p
- Mark Cole** Mark Cole is Learning & Development Business Partner – Continuing Professional Development at South London Healthcare NHS Trust, where he leads on leadership development and talent management. Although originally trained as a teacher, his professional life has been largely spent in human resource development roles in the health care sector. Mark is especially interested in informal learning, knowledge management and organisational development. He is published on these topics in a number of academic journals. Mark is undertaking a professional doctorate at the University of Greenwich, where his research is concerned with the theory and practice of professional reflection. Building on both his extensive experience and his academic studies, he also offers a learning consultancy service that uses focused and structured reflective techniques to support effective personal, professional and organisational development (www.reflect-services.co.uk). Mark is a Member of the British Institute of Learning & Development (MBILD), and has membership of both the European Consortium for the Learning Organisation (ECLO) and Reflective Learning – UK.
- Daniel Belet** Dr. Daniel Belet graduated in political science, in economics and in business administration from the University of Bordeaux. He also received a M.S. in management from the Kellogg School of Management (USA). He is the author of 2 books and several articles and presentations in international conferences about executive education, human resources development, consulting practices and methods, learning organization development, leadership, etc. for about 15 years. He is a member of ECLO since 1993 and of SOL – France since 1999. Dr. Daniel Belet is presently working as an independent leadership development and a learning organization consultant. He also facilitates conferences and seminars with large companies especially about learning organization development as acknowledged expert. He is also teaching management at the La Rochelle and the Bordeaux Business Schools.

- Ton Bruining** Ton Bruining studied human nutrition and dietetics. Next to his frontline job as a dietician, he studied pedagogics and specialised in adult education. In 1990 he became training & development officer in a general hospital, and in 1993 international training manager in a multi-national specialised in accommodation and recreation. Since 1998 he is a senior consultant for KPC Group and works for public service organisations (schools, fire brigades and police forces). In 1996 he started a PhD in educational science focussing on work-related learning in public service organisations. His original approach was bound in the rationale of mainstream HRD. After a reorientation in 2002, he changed his perspective from educational science to humanistics. He found a philosophical and critical approach more promising. He wrote a dissertation about a work-related learning project in a police force. Since 1990, he writes for professional journals in the field of HRD. Since 1994, he is member of the editorial staff of a Dutch HRD journal.
- Sudi Sharifi** Dr. Sudi Sharifi is an Associate Professor at University of Salford, UK and she has researched and taught over the past 20 years in different business schools in the UK including Manchester, Aston and Birmingham. Since joining Salford University she has acted as director of the MBA programme and at present is the Director of the Research Centre for People, Work & Organization which is housed in the Management and Management Science Research Institute
- Alaa Garad** Alaa Garad is a PhD researcher at University of Salford and an Assistant Professor at Middlesex University Dubai. Alaa is acting as an assessor and chief examiner in several national and regional quality and excellence awards in the United Arab Emirates and GCC. Such as Dubai Quality Award, Sheikh Khalifa Excellence Award, Abu-Dhabi Govt. Award and King Abdul Aziz Quality Award.
- Diane Doyon** Diane Doyon holds a Master in Professional Orientation Sciences. She benefits from a large experience in human resources management inside official institutions in Canada. She develops intervention programs, promoting people and work place development. Her expertise in mentoring programs has driven her to design an integrated relation-based continuous learning model. It is build on the central human need of quality of worklife management and leads to a specific support to people at 1st, 2nd and 3rd stage of their career, including the career legacy circle.
- Jacques Limoges** Dr Jacques LIMOGES has an Ed. D. (Counselling psychology/Psychological Education) from Boston University and is associated professor at University of Sherbrooke, Quebec. He published over 20 books, 3 times more articles and is international known as trainer and speaker. His fields are personal development, group potential, socio-occupational integration and career management. He created the Lucky clover model (socio-profes. insertion model, used in several countries) and of the Double Axis Technique. His concerns, for the last decade, are about the keeping on paradigm (in order to avoid at the same time burn out and obsolescence which means a work-life balance).

- Josephine Storek** Josephine gained her qualifications in the United States, Europe, and Far East Asia. She completed summa cum laude a double M.A. degree in Organizational/Industrial Psychology and Psychometrics/Personality Psychology (1996) from Leiden University. She then went on to win the European Union's and Dutch Ministry of Education's Japanese Business and Culture Fulbright Scholarship Programme (1998) and was awarded a post-graduate degree in Japanese Business and Culture Studies. Josephine is an experienced organizational psychologist, Human Resources professional, trainer/speaker and psychometrics specialist. Her areas of expertise include Talent & Leadership Development, Performance Management, Behavioural Competency-Based Learning, Psychometric Assessment, Mentoring and Coaching. With 14 years of international experience as a senior HR professional and consultant, she has worked for several financial and blue-chip industry leaders in the United States, Japan, Germany, the Netherlands, London's City and France. Since October 2008, Josephine works with the EDHEC Business School, for whom she has developed, and currently oversees the Talent Identific Career Development Programme (TICD). TICD has been voted (2009) one of the top three innovations at EDHEC in the last five years, by both the AACSB and EQUIS accreditation committees. Josephine is currently pursuing PhD at University College London (UCL).
- Hans-Werner Franz** Hans-Werner was born in 1947. He has a PhD. in Social Sciences (Sociology, Political Sciences, Hispanicities) and has been a translator, interpreter and journalist. He is a senior researcher and consultant at Sozialforschungsstelle Dortmund (sfs), social research unit of the Dortmund University of Technology, where he is a member of sfs Management Board; Vice-President of the Professional Association of German Social Scientists. He has major expertise in European projects including: Development of systems and organisations of vocational training and education (Europe, national, regional, in-company); Human Resources Development Organisation development (enterprises and work); Co-operative work systems, (EFQM-based) total quality management, social crisis management; Labour market and regional development, particularly in old industrial regions
- Karen Voolaid** Karen Voolaid is working as Director of Dean's Office and Head of Center for International Programs at Tallinn School of Economics and Business Administration of Tallinn University of Technology, Estonia. In her current position she is mainly responsible for internationalization of the institution. K.Voolaid has graduated from Tartu university and received her MBA from Estonian Business School in Estonia. Currently she is a Doctoral student in Tallinn School of Economics and Business Administration. Her main research field is organizational learning and organizational development. She has worked for seven years as MBA Program Director at Estonian Business School. She is interested in business schools developments and future challenges and in her doctoral thesis she is researching business schools as learning organizations.
- Made Torokoff** Made Torokoff has a *PhD* (in Economics), and an *MA* (in Pedagogy) from the University of Tartu, Estonia. "Patterns of learning organisation – Estonian experiences" (2008) She has been a lecturer in psychology and in management at the University of Tartu, Pärnu College since 2002; Research Fellow since 2007 and an Associate Professor of Entrepreneurship Education at the University of Tartu, Centre for Entrepreneurship since 2009. She is also a trainer and consultant at the Development Company Invicta. Extensive work experience in educational, health and cultural institutions at middle and top management levels. Major research areas: 1) entrepreneurship education and development of teaching entrepreneurship.; 2) knowledge and learning processes in organisation.
- Barrie Oxtoby** Barrie is a partner in his own business that specialises in 'sustainable growth through learning'. He works with organisations in building unique learning frameworks, developing competencies to deliver framework features and applying tools and techniques for effective impact. He is currently working with International Federation of Training and Development Organisations on "Sustaining Development through Change Agents' with Universities in Kuala Lumpur, New York & UK involved. Barrie has worked internationally as 'learning organisation specialist' in over 30 countries over the last 15 years. He was on secondment to UN for two years and subsequently in multi-sectors on sustaining learning cultures. In partnership with a Business School, he designed, ran and qualified on an in-company 'Leadership for Change' Master's programme. Visiting Professor, Leadership Development at University of Chester, UK. Barrie is also Independent Chair of a network of nine major employers engaged in experiential learning under the umbrella of UK Institute of Outdoor Learning.

Mireille

Boonstra-Kints

Mireille Boonstra is a specialist in the area of HRD/HRM management with experience in profit organisations and higher education. After graduating as an organisational psychologist she worked as an HRM consultant in several companies and founded her own consultancy company. The last two years she has been involved in the development of innovative learning solutions in workplace learning. She is project manager of a project in the area of vocational education where she uses the Sony PlayStation Portable learning system. Her focus is on talent development not only from the perspective of the individual workers but also from the perspective of the company as a whole. Talent development needs a formal structure to be effective on the long run and now she has a busy job of assisting the HRD departments in writing job manuals and job descriptions which stimulate talent development within the context of the vision and mission of the company. Her personal style is characterised by an orientation to practical solutions and improving the organisation behaviour. (hands on and learning is earning way of thinking).

She is licensed by SHL to use the Universal Competency framework (UCF) and the Universal Competency Report.



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