



E.C.L.O.

European Consortium for the Learning Organisation



Learning Organisations for Sustainability, Hungary

*15th International Conference
Hotel Gellert, Budapest*

15th & 16th May, 2008

NEVER STOP ASKING The Age of LifeLong Learning

Speakers Biographies

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

**The Role of Mobile Learning
in European Education**



**VISIBLE - Validation Issues Induce
a Basis for Learning Evaluation**



Thursday 15th May - Speakers Biographies

- 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 E.C.L.O.
- Gavin Baxter** Gavin Baxter is a PhD research student in the School of Computing at the University of Paisley. He holds an undergraduate Joint Honours degree in Classical Civilisation and History and a Masters in Information Technology with Web Development. His MSc involved analysing the business process re-engineering (BPR) approaches engaged by today's financial industry as a response to changing global technological preferences within the domain of e-business and the mobile e-consumer. His current PhD research centres upon investigating the problem of a lack of reflective practice within the IS community from the perspective of Information Systems Development project failure. His research interests include analysing the reasons that define IS project success and failure, the use of reflection towards organisational learning through the use of continuous business improvement processes like Kaizen, and investigating the impact of e-learning tools such as e-portfolio and e-journal usage in promoting self-reflection in industry and higher educational contexts.
- Desmond Keegan** Dr Keegan's volume Distance Training in the European Union was published by the European Commission in 1997. He was Head of the Planning Commission for an Italian Open University in 1983 and President and CEO of the Italian Open University Consortium, 1984-85. He was Professor of Education at the University of Cosenza, 1984-85. He was Visiting Professor of Distance Education at the Fernuniversität in Germany in 1981. He was Visiting Professor of Distance Education at the Fernuniversität in Germany in 1993. He was Professor of Distance Education at the Hebei TV University, Shijiazhuang, China in 1996. He was made a Fellow of the Centre for Information and Communication Technology, Ball State University, Indiana, USA in 2000. He was Professor of Distance Education by NKI, Bekkestua, Norway in 2002. He has designed and managed a wide range of European projects in the Euroform, Leonardo da Vinci, Socrates, Interreg Ireland/Northern Ireland, Interreg Ireland/Wales and International Fund for Ireland programmes. He was founder of the international journal Distance Education, now in its 25th year and founder of the Routledge/Falmer Studies in Distance Education Series with 20 volumes published.
- Jonathan Winterton** Jonathan Winterton is Director of Research and International Development and Professor of Human Resource Development at Toulouse Business School. Author of six books including *Developing Managerial Competence* (Routledge, 1999) he is currently editing *Trade Union Approaches to Competence Development* also for Routledge. His work on training, employment and social dialogue has contributed to European Commission policy and government initiatives in the UK, Lithuania, Moldova, Turkey and Vietnam. After an engineering apprenticeship, he graduated with first class honours in Industrial Technology from Bradford University in 1976, gained a Masters in Industrial Relations from the London School of Economics in 1977 and a doctorate in Economics and Business Studies from Leeds University in 1990. After 18 years on the staff of Bradford University, he was appointed to his first chair in 1997 as Director of the Employment Research Institute in Edinburgh, and joined Toulouse three years later.
- Clement Leemans** Clement is a long time OD practitioner, who took over the years multiple roles in the field of Learning & Organizational Development in large, international organizations (ING, Belgacom and Lafarge). He worked with large international networks and did training and consulting work throughout the world. (Russia, China, Latin America, USA, Africa, ...) His focus gradually shifted from instructional design and facilitation work to organizational learning processes, experiential learning, internal consulting & change management. As a professional in Learning & Development he developed over the years a real expertise in linking work & learning, creating processes and interventions that make the 'workplace' the most powerful learning opportunity at the same time. The last few years he works as independent consultant, helping organizations to build 'sustainable learning & work processes', creating an effective Learning & Development vision and strategy in linkage with the business strategy and performance. He teaches Organizational Development at Ehsal in Brussels (Master in International Business Management)
- Torstein Rekkedal** Torstein Rekkedal is Professor of Distance Education and Director of Research & Development at NKI Distance Education, Norway. He has worked in distance education research since 1970. He has produced a stream of research publications in the field of distance education and online learning. He has chaired the research committees of the European Association for Distance Learning (EADL) and the International Council for Open and Distance Education (ICDE). In 2003 he was conferred honorary doctor of the British Open University for his research work in the field. He has for many years chaired the Standing Committee for Quality of the Norwegian Association for Distance and Flexible Education. Presently, he is member of the board of the Norwegian state organisation for distance education in higher education, Norway Opening Universities. He has participated in over 10 EU Commission projects on distance, online and mobile learning. 2005-2007 he was project manager of the Leonardo da Vinci project, Megatrends in e-learning provision: http://www.nettskolen.com/in_english/megatrends/ Home page: <http://home.nettskolen.com/~torstein/>
- Aleksander Dye** Aleksander Dye has worked with NKI Distance Education since 2001 in the Research & Development Department as a system developer. He has for many years been member of the team developing SESAM (Scalable Educational System for Administration and Management), the Learning Management System developed internally in NKI for online distance education. He has specifically worked with different solutions of system adaptation for different purposes, such as mobile learning. The last years he has worked with both system developments and research in four EU Commission projects on mobile learning. Presently, he works as researcher in the field of distance education with emphasis on mobile learning and is also project manager for the development of SESAM.
- Jozefa Fawcett** Józefa Fawcett is a Learning Specialist and Voice Over Talent. She is a co-Director of a privately owned company, OFQT (Organisation for Quality in Training) that provide auditing, consultancy and learning tools to enable organisations to meet the ISO standard for quality in training process, management and delivery. Józefa has a career that spans some 30 years taking her from make-up artist to promotional consultant, sales executive to recruitment consultant and then on to a range of management, training and development roles across the private, public and charity sectors. A regular International conference speaker since 1997 and part time lecturer at two top London Universities she holds an MA in Strategic Human Resource Management and Professional Membership of the Chartered Institute of Personnel & Development, E.C.L.O., European Mentoring & Coaching Council, Institute of Leadership & Management, Institute of Healthcare Management and the Professional Speakers Association. Her specialist areas are Learning & Development, Knowledge Management, Narrative Capture, Storytelling and Organisational Development & Change. Jozefa is a member of the E.C.L.O. Executive Board Born in the south of The Netherlands in 1947. Worked in education for 5 years in different jobs (history teacher, counsellor, manager). Studied Teacher Training College in Eindhoven, psychology at Utrecht university and marketing in Stanford USA. For more than 25 years has been a consultant and project manager specialized in projects in political and administrative complex environments. Special interests: values in business and politics, change strategies, coaching and knowledge management and project management as a creative process.
- Ruud Bolsius** Ruud is currently Chairman of the PMI (Project Management Institute) Netherlands and a member of E.C.L.O.'s Executive Board

- Ana Dias** Head of the e-learning Centre of Minho University Continuous Training Office. The e-learning Center manages more than 2000 e-courses participants per year. Ana's main responsibilities are the promotion of e-learning pedagogy and technologies within the on-campus and off-campus communities; the provision of continuous education services and consultancy based on e-learning; the development of multimedia technologies and information systems to support e-learning and innovation management, and the organisation of studies on e-learning, m-learning and information systems matters.
- David Cain** David Cain is Director of Regeneration and Appeals based at the Central Manchester and Manchester University Hospitals on secondment from his NHS Chief Executive post to lead a range of initiatives including the delivery of the appeal for the new Manchester Children's Hospital, the delivery of the proposed Manchester Health Academy and to represent Manchester Acute Hospitals as part of the new public service board for Manchester. David has held a number of NHS Chief Executive and board level posts including his role as Regional Director for Primary Care for the North West of England. His additional interests include his role as an associate of the healthcare commission, a trustee of the pain research foundation and as an active school governor.
- David Settle** David Settle works as an education adviser to David Cain in the planning and development of the Health Academy.
- Liora Katzenstein** Professor Katzenstein's involvement with early-stage technology enterprises spans more than two decades, including roles as investor, advisor, board member and founder of a number of successful ventures. As founder of Forum International, she established partnerships between Israeli companies and firms in Asia and the US and the provision of strategic advice and fund raising support for Israeli technology start-ups. As a partner in Consulta Associates, she assisted foreign companies in evaluating and entering the Israeli market. Her main academic endeavors has been entrepreneurship education. In addition to numerous publications, she has lectured at most Israeli universities and management training institutions, public enterprises and major technology corporations. She is the president of ISEMI – The Inst. for the Study of Entrepreneurship and Mgmt. of Innovation where she brought to Israel the unique Masters of Entrepreneurship and Innovation program developed at Swinburne University of Technology. She has served as Associate Dean of the Tel Aviv International School of Management and holds a Masters in Law and Diplomacy from Tufts University, and a PhD in International Economics from Univer. She was awarded a visiting doctoral scholarship to the Harvard Graduate School of Business Administration.
- Gabor Kisminhok** Gabor is graduated from Budapest University of Economic Sciences and Public Administration (BUESPA) in 2004 as a Master of International Business. Currently he is a PhD student at the Department of Information Systems at the Corvinus University of Budapest. He is busy with various EU Research projects in eLearning and in mLearning, dealing with mLMS development, content development, Ontology engineering. Recently he is interested in the relationship between advanced learning environments and Human Resource Management.
- Ole Hinz** Ole Hinz has been the managing director of KIO A/S since 1990. He has a strong interest in individual and organisational learning. Developed the Stumbling Stone Method, described in more detail in *The Learning Organisation Journal*. He has been managing change processes in a number of Danish private & public enterprises and he has given lectures on his methods in England, Norway, Holland, France, Japan and Portugal. Present and recent clients include Danish Royal Mail, Maersk Container Industry, National University Hospital, Danisco Sugar Factories, Danish Forest and Landscape Research Institute. The overall philosophy of KIO is to help client implement complex, management-initiated change processes by strengthening their imagination, learning, and co-operation to become self-renewing organisations. Tools and techniques are based on applied social sciences. They draw on new understandings of especially metaphor, story telling, the role of mental models, and unconscious learning. Ole is a member of ECLo's Executive Board

Friday 16th May - Speakers Biographies

- 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.
- Ed O'Brien** Ed O'Brien is a Business studies graduate of Dublin City University and a Masters graduate of University of Ulster. Ed has held Senior Project Management and Consultant roles in a number of companies. At present, he is e-learning programme manager for Ericsson. His group are heavily involved in e-learning projects and EU projects related to mobile learning.
- Agota Ruzsa** My passion lies in facilitating processes that enable collective intelligence to emerge, such as the Bohm's Dialogue, The World Café, Open Space, Presencing. I feel that the change in consciousness and awareness are necessary for us all to create a compassionate and learning society. Thus my work also include spiritual development for the individual as well as the collective. I work as a facilitator and consultant since 1988, when I studied at the Human Potential Department at Surrey University, UK. Later (1992-1994) as a participant of the Dialogue Facilitators' Project at the Center for Organizational Learning at MIT, USA I learnt a lot more on facilitation and community development and since 1995 work for as a founding partner at Dialogos Partners Consulting Company in Hungary. I also worked to train change management consultants for the CHAMP programme of a PricewaterhouseCoopers programme in Hungary. I am also the founder of Ariadne Gaia Foundation in 1990, which has been offering courses to facilitate processes that enable change in human consciousness and development for people in the helping professions, like educators, psychologists and counsellors.
- Maria Cseh** Dr. Mária Cseh is an Associate Professor of Human and Organizational Learning (HOL) at The George Washington University, U.S.A., coordinator of the HOL Doctoral Program, and Lecturer at the University of Pécs, Hungary. Her cross-cultural and international research studies on workplace learning, organizational development and change, and leadership were published in peer-reviewed journals and book chapters and presented at international conferences. She is a member of the Advisory Board for four international journals and serves on the Board of Directors of the Academy of Human Resource Development. She is an organization development and change consultant and evaluator working with profit and non-profit organizations and was an evaluator for four years of a \$1.3 million U.S. Department of Education PT3 Grant involving a consultant/client model to enhance classroom integration of technology for learning. She holds a B.S. / M.S. degree in Electronics Engineering, an M.A. degree in Business Administration with a focus on International Business, and a Ph.D. degree in Adult Education with a specialization on Global Human Resource Development.
- Nevena Mileva** Prof. Nevena Mileva received her M.S. Degree in Electronics and the Ph.D. in Computer technologies in education from Technical University of Sofia, and the M.S. Degree in Educational Technology from the University of Twente, the Netherlands. She is currently associate professor and head of ECIT Department and lecturer on Information technology. She was engaged with utilization of IT in education, development of methods for Web-based engineering education, development of Internet-based and mobile PSS. She has over 35 papers and three books. She is involved currently in the instructional design and evaluation of ODL materials.

- Ulrich Schweiker** Ulrich Schweiker, Ph.D., Senior Corporate Executive Resources and Organisational Development Director with several multinationals and consultancies (Volkswagen, Bilfinger + Berger, Krupp, Sulzer, Alstom, Accenture) bridging corporate strategy with executive resources and learning organisation approaches for more than 25 years. Co-Founder and Managing Partner of the UPBA Inc., Business Angel, Private Investor, and Entrepreneur. Academic education in social psychology and business, leadership education, professional experience as teacher, consultant, manager, and business owner. Born in Lower Saxony, European, resident of Germany. Global Player. Ulrich is a member of ECLO's Executive Board
- Diane Kelly** Diane works as an Assistant Director in Continuing Professional Development/Lifelong Learning and Collective Learning. She is employed by NHS Education for Scotland which is a special health board. NES' remit is to offer educational solutions for workforce development for all health care staff in the NHS in Scotland. Diane's interests are particularly in collective learning, how formal educational initiatives can support that which happens naturally in the work setting, studying the boundaries between the following areas: theory in practice, inter-professional work and learning, and action research. Diane is also particularly interested in the theoretical approach of practice-based theorising on learning and knowing in organisations including situated learning, communities of practice, actor-network theory and activity theory. She has also recently taken up riding and enjoys learning new skills.
- Anita Pickerden** My first ECLO conference was Glasgow (was that really 1999?) and have been interested in ECLO ever since. Firmly in the belief that learning can change lives, I have worked in the field of individual and organisational development for the past 16 years, through Further Education Colleges, Universities and in consultancy. My Masters degree is in Training, and I am currently undertaking PhD research into aspects of Work Life Balance.
- Jim Jack** Jim has been the ECLO Treasurer and Conference Manager since 1996. He supports the administration of ECLO and represents them on EU funded projects. By background he is an IT Manager having held senior management roles with IBM and SWIFT having managed diverse teams with up to 100 personnel and multi-million euro projects spanning several years. He also has multi-cultural experience, having worked in the UK, Belgium and America and briefly in Hong Kong. He has made several presentations and battlefield tours on the site of the Battle of Waterloo. He is Scottish, living in Belgium with his wife Brigitte, who also assists with the conference organisation.
- Schelle Nelson** I am an Australian permanently living in Prague, the Czech Republic. Before leaving Australia I had been working for the National Parks and Wildlife Service for a number of years developing and performing environmental and educational shows in schools in and around Australia with Educational Approval by the State and Federal Government. I also set up my own educational theatre business in clowning, mime, puppetry, magic and storytelling and have performed in many of the major festivals in Australia and New Zealand and around the world. Since living in Prague for the last 8 years I have been running my own business called Dr Klutz – 'Magical Language Shows' traveling all over the Czech Rep. and abroad (France, Austria, Germany and Slovakia) performing educational theatre in schools as well as running workshops and seminars for teachers and leaders.