



E.C.L.O.

European Consortium for the Learning Organisation



*16th International Conference
KPC Groep, Hertogenbosch,
Netherlands*

18th & 19th June, 2009

Vitality in Organisations - Fit Until the Finish

Speakers Biographies

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

**Using Wireless Technologies For
Context Sensitive Education and Training**

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



Thursday 18th June - Speakers Biographies

Anton Zijderveld

Born 1937, Malang (Indonesia). Latin School, Utrecht (1950-57); Comparative Religion, University of Utrecht (1957-63); Master's Degree in Social Ethics (Teaching Assistant of Peter L. Berger), Hartford Seminary Foundation, Hartford, Ct. (1963-64); PhD dissertation in sociology, Leiden University (1966); PhD dissertation in philosophy, Erasmus University Rotterdam (2006).

Assistant Professor of Sociology, Wagner College, Staten Island, N.Y. (1966-68); Associate Professor of Sociology, Concordia University, Montreal, Québec, (1968-71); Professor of Sociology, University of Tilburg (1971-85); Professor of Sociology, Erasmus University Rotterdam, (1985-02). Emeritus Professor Erasmus University Rotterdam, (2002-). Visiting Professor in Montreal (1977-78), Osaka (1988) and Munich (1988-89; 'Eric Voegelin Gastprofessur').

Various chairmanships inside and outside the university; various board memberships in NGO's. E.g. twice faculty dean (1974-77; 1994-97); member of the board of the Foundation Praemium Erasmianum (1998-2008); since 2006 chairman of the board of the Rotterdam theatre company Bonheur; since 2007 chairman of the board of the foundation Fund for Special Needs Rotterdam; since 2008 chairman of the board of New Music Rotterdam, and the biannual, Rotterdam festival of cross-border music RedSound.

Many articles and eighteen books written in Dutch and English (translations in German, Japanese and Turkish), e.g. *The Abstract Society* (New York: Doubleday, 1970; London: Penguin, 1972), translated in Dutch, German and Turkish; *On Clichés* (London: Routledge, 1979), re-written in Dutch, translated in Japanese, Turkish translation in preparation; *Reality in a Looking-Glass* (London: Routledge, 1982), re-written in Dutch;

A Theory of Urbanity (New Brunswick, NJ: Transaction Publishers, 1998; paperback edition 2008);

The Waning of the Welfare State (New Brunswick, NJ: Transaction Publishers, 1999);

The Institutional Imperative (Amsterdam: Amsterdam University Press, 2000). Most recent Dutch publication:

Een rapsodisch leven. Herinneringen ('A Rhapsodic Life. Memories'), (Amsterdam: Bert Bakker, 2001).

Rickert's Relevance. The Ontological Nature and Epistemological Functions of Values,

(Leiden: Brill Academic Publishers, 2006); *In Praise of Doubt*, co-author Peter L. Berger, (San Francisco:

Harper One, August 2009). Supervision of 27 PhD-dissertations in sociology. *The Dutch introduction to Sociology,*

De samenleving als Schouwspel (1998, 3rd ed.) has been translated in Turkish, (Istanbul: Pinar Yayinlari, 2008).

Bi-weekly columns and larger essays in *Het Financieele Dagblad* (Dutch equivalent of 'The Financial Times', or 'The Wallstreet Journal') since 1990. Knight in the Order of the Dutch Lion (2004).

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>

- Judy Nix** Judy Nix, Service Delivery Manager , Ericsson Education manages the EU funded research projects on mobile learning within Ericsson Education Ireland. Among the projects she has led are Mobile Learning: The next generation of learning; The incorporation of mobile learning into mainstream education; The role of mobile learning in European education and Using wireless technologies for context sensitive education and training. She has also co-edited a book on mobile learning – Mobile Learning: A Practical Guide. She is recognised as a Mobile Learning expert within Ericsson. Ericsson Education is one of the leading providers of Learning solutions to the telecoms industry. These solutions create business value by enabling operators and service providers to develop and manage competence in an effective and efficient manner.
- 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 ECLC 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.
- Judith Konermann** Judith Konermann is a consultant and program manager for HRM and HRD research in education at KPC Group, Netherlands. She is specialized in HRM/HRD, school branding and strategic management. Judith is a PhD researcher at Twente University, at the Twente Center for Career Research. Her PhD research is focussed on how teachers in secondary schools can keep their motivation for teaching and create positive energy out of their jobs. Her research interests are in the field of work motivation and HRM/HRD.
- 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.
- Rainer Molzahn** Rainer holds a degree in Psychology. Apart from that and a few other qualifications in the people sciences, he is also an accomplished musician. His working languages are English and German. He lives in Lueneburg near Hamburg, Germany. He has been in the training and consultancy business since 1990. In 1998, he teamed up with his colleague, Elke Schlehner, and together, they have developed their unique approach in organisational development : Cultural Competence. It embraces both the individual and the collective perspective and focuses on the pivotal role of leadership, and eldership, in the transformational learning process of organisations. They have published a comprehensive book on the subject and are currently working on their second one, on conflict resolution in that very process. Rainer regularly conducts international leadership programmes. At present, he is developing a Global Leadership Programme which will be directed at the next leadership generation in a world that was recently characterised by Barack Obama with the words "Our stories are singular – but our destiny is shared". Rainer gets a lot of praise for the amazing versatility and ingeniousness with which he reacts to peculiar situations and his eagerness to learn from whatever crosses his and his clients' path.

- Jill van de Kekhof** Jill van de Kerkhof (27) studied communication sciences and policy & organizational sciences. She works as a consultant and trainer at Oasen, a drinking water company in the Netherlands. Her main drive is human development. Jill is fascinated by talents, learning, creativity and experimenting with new learning methods. At this time she is working on an employee development program and a management development program. She is a trainer in creative thinking, mind mapping and feedback. "People are the main asset of organizations. Investing in them is investing in the future", according to Jill. "I often see people struggle in making their vision interesting and understandable for other people. People think charts and numbers will do the trick. In other words; completely boring the audience. By using the Zen principles people stay focused and will remember the message!"
- Marene van den Enk** Creativity, professionalism, and team spirit are just a few of the key values in the life of 26-year-old Marene van den Enk. Graduated with a Master's Degree in Organization, Culture and Management at the Utrecht School of Governance in 2007, she now implements her knowledge and talents at Oasen NV. As an internal consultant and trainer at this watering company in Gouda, she works in a team of young professionals busy with creating an inspiring, self learning work environment for its 250 employees. Therefore, the team facilitates Management Development projects in which Marene trains managers to create a vision on their own department. Besides the training others, Marene is still developing herself, as well. Becoming a teamcoach is the next step. After that? Time will tell, but as far as Marene is concerned, there are no boundaries when one is ambitious and open minded!
- 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.
- Jan Green** Before gap years became the norm Jan departed her Yorkshire base and taught riding on Ibiza prior to completing a business and management degree in Leeds. At heart a business person, too young to be a suffragette but spot-on to smash through the corporate glass ceiling when, armed with an MA in Professional Development from Liverpool, she progressed through the management ranks to acquire a board position and continue her role as pied piper for significant change programmes. Energetic and enthusiastic, Jan believes personal well-being is the foundation for both individual and organisational success and is an advocate of the corporate athlete ® model and positive organisational behaviour. Always interested in sport, Jan continues to be a successful runner and uses the time to think deeply and solve problems, an exercise she increasingly requires following a career change to academia and a decision to utilise the Glyndŵr University setting to study for a PhD. Jan has delivered papers on The Driven Individual and Recessing as an Energizing Tool in 2008 and continues to research her main theme of individual energy and its application within a business setting, to improve organic work experiences appropriate to the 21st century.
- Piety Runhaar** Piety Runhaar is working as an assistant professor at the Organisational Psychology & HRD department of Twente University in The Netherlands. She is doing research on professional development of teachers, in terms of informal learning during work in interaction with colleagues. She finished her PhD research in 2008. The first part of the research was on HRM as a tool in promoting professional development within schools and the second part was on explaining teachers' professional development in terms of reflection, asking feedback, innovative behaviour and knowledge sharing. Until 2008 she combined doing research and teaching with her work as consultant at KPC Group, a consultancy firm with a focus on improving learning processes within schools and other companies. She helped schools with implementing HRM policy, facilitating change processes and stimulating learning of teachers within teams.

Carl Smith

Carl Smith (MA, PGDip) is a developer for the Reusable Learning Objects CETL at London Metropolitan University. His recent work has concentrated on exploiting the various ways that computer based modeling can be used in the design, construction and generation of RLO's (Reusable Learning Objects) and MLO's (Mobile Learning Objects). His primary research involves the investigation of these micro forms of learning from the point of view of their units of construction - to see across the whole range of constituent parts, schemas and key narratives involved in their successful development and application. His other research interests include visual literacy, pattern recognition and mixed reality. His previous projects include the Cistercians in Yorkshire Project, Palace of Darius, and Materialising Sheffield. He has previously worked at the Humanities Computing departments at Glasgow and Sheffield University. Further information about his work is available at: <http://www.rlo-cetl.ac.uk/developers/smith/>

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.

Friday 19th June - Speakers Biographies

- Coen Free** Coen Free is President of Koning Willem I College Hertogenbosch since 1990; Koning Willem I College is considered as one of the most innovative Community Colleges in Europe. A special project of Koning Willem I College is School for the Future, a very innovative Research & Development Center for Teaching and Learning, e-Learning and Creative Thinking. Coen Free is also President of the Dutch Consortium for Innovation, a sister organization of the American League for Innovation. He is member of the International Advisory Board of the Chair Academy, he is a founding member of the European Federation for Open and Distance Learning (EFODL) Brussels, and founding member of the Dutch De Bono Foundation. He publishes frequently in journals and books his ideas about education in the 21st century. He has given guest lectures at numerous universities in Europe and is a well respected member of the community of Hertogenbosch. Because of his merits to the city of Hertogenbosch, he was elected Citizen of the Year 1999 and was also nominated as Citizen of the Century. In April 2006 he was knighted by the Queen of the Netherlands in the Order of the House of Oranje Nassau.
- 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.
- Jan Willem Findlater** Jan Willem (30) grew up in Dublin. After secondary school it was difficult for him to find third level education that met his style of learning. A new academic model was being tested at Industrial Design; Eindhoven, University of Technology. Project based learning allowed him to shape his own learning through the development of competencies rather than exams. This enabled Jan Willem to develop his own approach to learning alongside building up his working experience with a broad range of companies combining scientific research with prototyping new product proposals. Using the methodologies he developed in Eindhoven he completed his masters (MSc) in Design for Interaction at Delft, University of Technology with a 1st Honours. The way he shaped his education allowed him to successfully work in Kenya, China, Botswana and South Africa. Jan Willem now uses his international experience and design expertise as a basis for his current entrepreneurial activities. His creative and inventive approach is now being applied to business, realising new opportunities in market sectors which have traditionally been closed to startup entrepreneurs with limited funding
- Karel van Isacker** Mr. Karel Van Isacker has a background in applied economic sciences from the University Faculties Saint Ignatius Antwerp. He acquired experience in Belgian IT consulting projects and acted as Product Manager for several e-commerce projects in Belgium. Since 2001, he has been managing EC-funded projects, especially in the Framework Programmes 5-7. These projects mainly deal with people with disabilities as well as elderly, and address the employability of these people, as well as their accessible usage of advanced ICT solutions. Focus was in many of them on collecting user requirements, providing training sessions for end-users, both through e-learning as well as face-to-face, and organising local pilots (Belgium, Bulgaria, Greece). He is also providing consultancy on disability aspects such as employability (mentoring, accessible e-learning, etc.) to a variety of organisations. He has been heavily involved in developing (accessible) e-learning activities and has extensive experience with Open Source e-learning platforms. Mr. Van Isacker is also the CEO of PhoenixKM.
- René Brohm** Dr. René Brohm (1971) is assistant professor in qualitative research methods at the Faculty of Economics and Business Administration, VU University Amsterdam as well as for LESI, an institute closely associated with the University of Humanistics, Utrecht. His research concerns the knowledge, ethics, and aesthetics of professionals in their organizations. René has previously worked as project manager and software designer for several IT-companies.

Ruslan Lemeshchuk With over 10 years of experience as a business advisor and trainer, executive consultant and researcher Ruslan has worked with leading local and multinational companies, as a coach – with most effective corporate leaders and change agents. He has a diverse background in the full range of management and business development, change management, operational management and HRM. He is best known for his knowledge and researches in strategic HRM and leadership, performance management, organization learning and development. In Ukraine he is a pioneer in field of change management, recognized as a leader in providing innovative learning and development solutions. He is a developer of Competency Based Business Transformation Approach, Vital Leadership Model and Professional Business Trainer Standards. Ruslan is on the faculty at the International Institute of Business, the only accredited study center of CIM and CIPR in Ukraine. His areas of research interest are organizational effectiveness of companies operating at growing market, leadership and Strategic HRM. He shares his knowledge and experience through speaking engagements, articles, books and seminars. He is a founder of School of Business Training Art and Consulting Company AB-Capital.

Rik Berbe Rik Berbé is a co-founder of ENERGY8. He is inquisitive and has a passion for learning in complex environments. Rik has experienced that the most complex matters are in people themselves and that learning in groups can make a great difference in organisations. Rik combines a strong theoretical framework with a compassion for working with people.

Mario Brower Mario Brouwer is a co-founder of ENERGY8. He has the capacity to analyse complex patterns and wants to know how things work by questioning, observing and through understanding. Mario is able to stimulate and coach people in this process while respecting their own development. In his work he is focused on realising objectives combined with the ability to stay tuned with people and their environment.

Simon Jackson After graduating in Botany and Zoology from the University of Wales, Simon entered the Brewing Industry as a Production Graduate Trainee with Grand Metropolitans Brewing Division – Watney, Mann and Truman. After spells at Mortlake, Isleworth and Brick Lane he was appointed Production Director at Webster's in Halifax. Following the acquisition of Grand Metropolitan Brewing by Courage in 1991 he moved into commercial roles firstly as an On Trade Business Unit Director and then latterly after the acquisition of Courage by Scottish and Newcastle, as Regional Managing Director for the West of England and Wales. He returned to operations as Customer Support Development Director. In 2003 he was appointed Production Director at Berkshire Brewery and in 2004 joined Scottish and Newcastle's UK Leadership Team as UK Manufacturing Director. He was appointed as Executive Director of the IBD in 2006. Simon has a particular interest in People Development and skill acquisition and is working to develop the educational and qualification platform of the IBD, such that it meets the needs of the Brewing Industry in the 21st Century.

John Findlater John Findlater provides a consultancy service to the beverage industry. Current work includes research and development projects, an EU Leonardo project, assistance with development of National Occupational Standards for the Brewing industry and subsidy/ tax relief advise to expanding manufacturing companies. He helped organise the ECLO conference in Dublin a few years ago and has presented papers at a few ECLO conferences.

**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

Paul Zonneveld

Paul Zonneveld (1961) has over 25 years business experience in areas including sales, business development and training. As a management trainer/coach and facilitator of human development, Paul commits to a transformation process, which enables communicators to obtain greater co-operation from their receivers and therefore greater effectiveness. In 2004 Paul founded PE. Consulting a company specialised in developing "Authenticity at work", helping people to make things easier to connect and learn. He is a business partner with Tim Andrews' Stretch Learning and has introduced the successful programme "Where's Your Spotlight" in the Benelux. "Where's your Spotlight?" is helping managers to lower the barriers for their people to use and apply their full (learning) potential. Key words for Paul are: passion, result driven, development, enjoy