

## Challenges and Opportunities When Facing an Ageing Workforce - A Learning Perspective

09:00	10:00	01:00:00	Registration and Welcome Coffee
10:00	10:30	00:30:00	Welcome and Conference Opening - Older and More Effective Than Ever Marc Alen, President ECLO
10:30	10:45	00:15:00	Engagement Forum Marc Alen
10:50	11:40	00:50:00	The Ageing Workforce : Challenge or Opportunity?  Frans Van de Ven, Galilei (BE)
11:45	12:30	00:45:00	The Organisation's Perspective - Chair Ulrich Schweiker (DE)  Sustainable HRM at Flemish Government  Veerle Deconinck, AGO (BE)
12:30	13:25	00:55:00	<i>Lunch – a great networking opportunity</i>
13:30	14:30	01:00:00	The Management and Mentoring Perspective - Chair Jozefa Fawcett (UK)  Shopfloor Mentoring Tinne Vertommen, Monsanto (BE)  Executive Mentoring at Johnson & Johnson Hilde Willems, Janssen Pharmaceutica (BE)
14:35	15:20	00:45:00	The HRD Perspective - Chair Ruud Bolsius (NL)  Age Related Workforce Development  Ida Wognum, University Utrecht (NL)
15:20	15:45	00:25:00	<i>Coffee and Networking Break</i>
15:45	16:30	00:45:00	The Employee's Perspective - Chair Joe Lafferty (UK)  Unlearning at UK National Health Service  Mark Cole, UK NHS (UK)
16:35	17:30	00:55:00	<i>Knowledge Cafe</i>
17:30	17:45	00:15:00	<i>Wrap Up and Close</i>
17:45	18:45	01:00:00	<i>Networking Over a Drink</i>