

THE HUMAN IMPERATIVE WORKSHOPS AND MASTERCLASSES

NOV 10

ALL TIMES ARE
CENTRAL
EUROPEAN TIME
CET

09:30 – 10:30

WORKSHOP

Employee Ownership and Governance: How Putting More Power in Employee Hands Affects Performance in Turbulent Times



Over recent years, the world is facing increasing challenges and uncertainty, involving deep shifts in social, economic, and business environment. It's a critically important time to conduct research exploring what are successful ways to reduce the negative impacts from these crisis, what changes have been made to management oversight, decision-making and the working environment, and how corporate ownership and governance affect the growth and vitality of businesses.

Moderator:

Christian Rangen CEO & Co-Founder, Strategy Tools and Engage // Innovate. Faculty, strategy & transformation

Speakers:

Toshio Gotō Research Professor, Japan University of Economics

Christian Stadler Professor of Strategic Management Warwick Business School

Radoslaw Kedzia Vice President of Huawei CEE & Nordic Region

Moon Jérin Co-Founder- Chief Marketing Officer at Vlinder, Industry Associate at UCL CBT

10:30 – 10:45 ■ BREAK

10:45 – 12:00

WORKSHOP

Revitalizing a Mature European Organization: Haier Germany

What does it take to turn tired, flaccid organizations into market leaders, especially in commodity industries, such as home appliances? Is it even possible? And how likely is this to happen in the German market, with its stereotyped discipline and works council governance? In a period of three years, Haier Germany has gone from being next to the bottom in industry rankings to the top. This revitalization was inspired by Haier's Rendanheyi philosophy, but interpreted into German culture. Today, Haier Germany is seen as an innovative market-leader, but the path to that acknowledgement has been neither easy, nor straight-forward.

This panel discussion will feature the Haier Germany story, told from the perspective of both the CEO, and that of a younger employee. Corporate Rebels knowledge of organizational transformation will also be represented in the presence of one of its co-founders, which will allow us to consider and assess the Haier Germany study from both inside and out.



Moderator:

Bill Fischer

Senior Lecturer, Sloan School of Management, MIT



Speakers:

Joost Minnaar

Director of Rendanheyi Explore Center, Co-Founder of Coporate Rebels.



Thomas Wittling

Managing Director of Haier Germany



Andreas Koppay

KAM Online Business, Haier Germany

12:00 – 12:15 ■ BREAK

12:15 – 13:30

WORKSHOP

Investing in Social Glue



Beatriz Arantes is a senior researcher for Steelcase's WorkSpace Futures group, and specializes in the psychology of human emotions and behaviors, and how they relate to work and work environments.

The most engaged employees are the ones who feel a sense of belonging. This feeling is built over hours and hours of micro-interactions that bond people together. Working from home, it's been harder to sustain those interactions, and networks have been shrinking. To hold people together in a hybrid work environment, leaders will need to nurture and reward the small acts of human glue that bond people to each other, and therefore to the organization.

What are the interactions that bind your organization's teams together and to each other?
Who is making your organization's glue?

In this workshop, we will explore these interactions together. There is no preparation necessary, just a willingness to reflect, share and learn from each other.

13:30 – 14:00 ■ BREAK

14:00 – 15:30

WORKSHOP

Digital Trust



Liz Grennan is an Associate Partner, Global Co-Leader of Digital Trust at McKinsey & Company.

Digitization of business processes, artificial intelligence (AI)/machine learning (ML)-fueled analytics, and adoption of new technologies are now core to most clients' businesses. And yet, we often fail to consider how to mitigate the risks inherent in these activities – cybersecurity, algorithm bias, technology resilience, data privacy and governance, to name a few – until after a risk event has happened. In a world where technology has an increasingly central role and is constantly changing, organizations require a mindset shift towards building digital trust to manage risk holistically and sustain the value of their digital and analytics transformations.

Leveraging 20 years' experience in law and start-ups, Liz Grennan helps clients shift their mindset to proactively identify risks created by transformations and value drivers that come from embedding "de-risking by design." Building this trust "by design" into an organization's data and technology governance enhances operational performance and protects the investment in technology innovation. Operationalizing responsible use of data and AI, for example, materially decreases tech and regulatory debt for an organization.

In this workshop, she will help attendees learn how to evaluate their organization's own "digital trust" and will share best practices in how to pragmatically implement de-risking by design in an organization – spanning ethics and values, regulatory and legal compliance, protocols, cross-functional teams, communication, and culture. The public is becoming increasingly sensitive to the outcome of various technology and data privacy risks. Companies that effectively manage those risks and create digital trust are better positioned to retain their customers' trust and gain a material market advantage.



Speaker:

Julian Savulescu Director of the Oxford Uehiro Centre for Practical Ethics; Uehiro Professor of Practical Ethics; Fellow of St Cross College

Professor Julian Savulescu is a philosopher who researches the ethics of various new or emerging technologies, including new methods of reproduction and enhancement of physical and cognitive performance through drugs or genetic manipulation.

He is director of the Oxford Uehiro Centre for Practical Ethics, and is or has been a co-director on many large research projects, looking at topics from geoengineering to vaccines.

15:30 – 16:00 ■ BREAK

16:00 – 17:30

WORKSHOP

Navigating Exponential Growth: Leadership and Decision-Making in Times of Nonlinear Change



Ed Catmull is co-founder of Pixar Animation Studios and president of Pixar Animation and Disney Animation.



Hal Gregersen is a senior lecturer in leadership and innovation at MIT's Sloan School of Management.

Julia Kirby Senior Editor, Harvard University Press



Most organizations are focused on growth, but when change unfolds at an exponential rate – as happens increasingly in our hyperconnected, digitized world – leaders' instincts often fail them. What's so different about exponential processes? If an opportunity exists to spin one up, how do you make that happen? If big changes are underway, how do you work with them?

In this workshop, Pixar founder Ed Catmull and innovation leadership expert Hal Gregersen use a case-based method – featuring stories from the realms of computer graphics, autonomous vehicles, space exploration, vaccine development, and more – to arrive at essential principles. Participants will leave better prepared to lead in a world where big things are happening – and big problems need solving.

17:30 – 18:00 - BREAK

18:00 – 19:00

MASTERCLASS

Mastering Entrepreneurship at Scale



Gary Hamel is one of the world's most influential and iconoclastic business thinkers

Entrepreneurship has been a powerful force for inventing new industries and reinventing old ones, and is critical to job growth and economic dynamism.

Entrepreneurial startups, including unicorns, represent only a tiny percentage of the global economy, which is dominated by large, bureaucratic organizations that squander vast quantities of human initiative and imagination. Management experts have long asserted that it is impossible for large organizations to excel at both "exploit" and "explore." Thankfully, a growing number of vanguard companies are proving that it is possible to be both big and relentlessly innovative.

Drawing on his most recent research, Gary Hamel will lay out a practical plan for igniting the creativity of every human being at work. The payoff: resilient organizations, great jobs and zero bureaucracy.