



## Programme overview International HRD Conference 2006

### Used shortenings

CG	Corporate Governance: towards learning in organisations
BBL	Brain-based learning
SLD	Sustainable learning and development from a European perspective
D	Diversity (incl. Learning and the Generation Gap)
CPD	Coaching and personal development
LSC	Learning & Sustainable change
SAL	Sustainable and authentic leadership
WPL	The workplace as a place for learning
LF	Learning from the future

### Index

*page*

1	Information
2	Conference-at-a-Glance
3	Programma October 9
4	Conference Sessions 1.1
5	Lunch Sessions Monday
6	Conference Sessions 1.2
7	Conference Sessions 1.3
8	Programme October 10
9	Conference Sessions 2.1
10	Lunch Sessions Tuesday
11	Conference Sessions 2.2
12	Conference Sessions 2.3
13	Conference Sessions 2.4
14	Programma October 11
15	Conference Sessions 3.1

CONFERENCE-AT-A-GLANCE			
TIME	Monday October 9	Tuesday October 10	Wednesday October 11
8:00		Networking Coffee 08:00 - 09:00	Yoga Warming-up 08:15 - 08:45
8:30	Welcome Coffee 8:30 - 9:30		
9:00		Plenary Keynote: Roberto Carneiro 9:00 -10:00	
9:30	Opening Ceremony 9:30 -10:30	◇ Keynote CPD: Monique Bolung ◇ Conference Sessions 2.1. 10:00 -11:00	
10:00		Break 11:00 -11:30	
10:30	Plenary Keynote: Tony Frost 10:30 -11:30	◇ Keynote BBL: Ruud van Ommeren ◇ Keynote D: Åsa Skogström ◇ Conference Sessions 2.2. 11:30 -12:30	
11:00	Break 11:30 -12:00	Plenary Keynote: Joseph Kessels 11:30 -12:30	
11:30	◇ Keynotes LSC: Eric Koenen & Pamela Boumeester 12:00 - 13:30	Lunch 12:30 -14:00	
12:00	◇ Conference Sessions 1.1. ◇ Research Platform 12:00 -13:00		
12:30	Lunch Sessions 12:00 - 13:30	Lunch 12:30 -14:00	
13:00	Lunch Sessions 13:00 -14:15		
13:30	Lunch Sessions 13:30 - 14:15	◇ Keynote SAL: Manfred van Doorn ◇ Conference Sessions 2.3. 14:00 -15:00	
14:00	Lunch Sessions 13:00 -13.45		
14:30	◇ Keynote CG: Trude Maas ◇ Conference Sessions 1.2 14:30 - 15:30	Conference Session Leonardo da Vinci including Keynote João Delgado, European Commission 14:00 -16:00	
15:00	Break 15:00 -15:30		
15:30	Break 15:30 -16:00	Learning for Sustainable Development 15:00 -16:00	
16:00	◇ Keynote SLD: Chris Brewster ◇ Keynote WPL: Regina Mulder ◇ Conference Sessions 1.3 16:00 - 17:00		
16:30		Plenary Keynote: Karin Jironet 16:00 -17:00	
17:00	Welcome Reception, courtesy of the City of Amsterdam start: 17:00	Yoga Cooling-down 17:15 - 17:45	
17:30			
18:00		NEW: Visit Heineken Brewery 17:15 - 18:30	
18:30			
19:00		Social Event start: 19:00	
19:30			
20:00			
20:30			
21:00			
21:30			
22:00			
22:30			
23:00			
23:30			
0:00			

<b>PROVISIONAL PROGRAMME</b>			
<b>Monday October 9</b>			
<b>TIME</b>			
8:00			
8:30	Welcome Coffee		
9:00	8:30 - 9:30		
9:30	Opening Ceremony		
10:00	9:30 - 10:30		
10:30	Plenary Keynote: Tony Frost		
11:00	10:30 - 11:30		
11:30	Break		
12:00	11:30 - 12:00		
12:30	Keynotes Learning and Sustainable Change: Eric Koenen & Pamela Boumeester 12:00 - 13:30	Research Platform 12:00 - 13:00	Conference Sessions 1.1 12:00 - 13:00
13:00			
13:30	Lunch Sessions 13.30 - 14.15		Lunch 13:00 - 14:30
14:00			
14:30	Keynote Corporate Governance: Trude Maas 14:30 - 15:30	Conference Sessions 1.2 14:30 - 15:30	
15:00			
15:30	Break		
16:00	15:30 - 16:00		
16:30	Keynote the Workplace as a Place for Learning: Regina Mulder 16:00 - 17:00	Keynote Sustainable Learning and Development from a European Perspective: Chris Brewster 16:00 - 17:00	Conference Sessions 1.3 16:00 - 17:00
17:00	Welcome Reception, courtesy of the City of Amsterdam start: 17:00		
17:30			
18:00			
18:30			
19:00			
19:30			
20:00			
20:30			
21:00			
21:30			
22:00			
22:30			
23:00			
23:30			
0:00			

**PROVISIONAL PROGRAMME**

**Monday October 9**

**Conference Sessions 1.1: 12:00 -13:00**

<b>Title</b>	<b>Presenters</b>	<b>Type of contribution</b>	<b>Track</b>
How to establish innovative competencies in organizations?	Pieter B. Stein, Boertien Training, D. Stevens, Cendris, TNT	Good Practice Presentation	LF
Embedded learning in career transitions?	Zjev van Dun & Peter IJsenbrant, CINOP	Good Practice Presentation	SLD
You can't live (with or) without them' – Professional participation as the key to organizational change	Patrick Vermeulen, GITP	Workshop	LSC
Learning in the generation gap	Barbara van der Steen & Aart Goedhart, Kessels & Smit, <i>the Learning Company</i>	Workshop	D
Perpetuum mutabile, vision or fiction?	Ingeborg Rademakers, De Nederlandsche Bank	Workshop	LSC
RESEARCH PLATFORM	Lidewey van der Sluis, Free University Amsterdam		
"Diaflexion" learning from future experience.	Rita Vermeulen, rcm training, coaching & advies	Workshop	LF
Rebuilding the support for insured care	E. Driessen, P.C. Hermans & A. Boer, CVZ, A. Gillert & C. Sprenger, Kessels & Smit, <i>the Learning Company</i>	Good Practice Presentation	LSC

**PROVISIONAL PROGRAMME****Monday October 9****Lunch Sessions: 13.30 - 14.15**

<b>Title</b>	<b>Presenters</b>	<b>Type of contribution</b>	<b>Track</b>
Virtual projects: Sharkworld, dare to dive in (I)	Peter Smulders, OTIB, Marcus Vlaar, Ranj Serious Games	Workshop	WPL
MANAGERS AND HRD: BUILDING BRIDGES. Integrating learning and organizational change: a performance based approach	Jan D. den Breejen, ISBW	Round Table Discussion	WPL
The generation gap: unleashing a great learning potential	Joris Methorst, Tjip de Jong & Pepijn Pillen, Kessels & Smit, <i>the Learning Company</i>	Round Table Discussion	D
Corporate Governance: a multiple stakeholder perspective	Egbert Kinds, Core Commit		CG

**PROVISIONAL PROGRAMME**

**Monday October 9**

**Conference Sessions 1.2: 14.30 - 15.30**

<b>Title</b>	<b>Presenters</b>	<b>Type of contribution</b>	<b>Track</b>
Sustainable Leadership Development – Aligning HRD and Executive Development	European Management Education Network: Wim Heine - Sara Lee, Jan Versteeg - ABN-AMRO, Willem van Baarsen - Corus, Han van der Pool - Heineken & Rino Schreuder - EMD Centre	Symposium	SAL
Coaching leadership in organizations	Sari van Poelje	Workshop	CPD
Brainlink: Neurocognitive science linked to learning principles	Gerjanne Dirksen, Dirksen training Advies	Workshop	BBL
How to develop a centre for Talent Development and Training?	Eelke Tuinstra & Ariaan van Sandick, Hogeschool Utrecht, Bureau Talent	Workshop	WPL
Embedding Change in Organizations: Communities of Practice and HRD	Donald C. Ropes, INHOLLAND University Diemen/Amsterdam	Academic Paper Presentation	LSC
Development of discourse. Free space and the liberal arts: philosophy at work	Jos Kessels, The New Trivium	Workshop	WPL
Corporate Governance for right action: a wake up call	Leo L. Sonneveld, HUMAN TREASURES	Workshop	CG
Innovative Practices in Individual and Organizational Learning: Perspectives from Chief Learning Officers	John Weathers, Doug Lynch and Chris Allen Thomas , University of Pennsylvania	Good Practice Presentation	LSC

**PROVISIONAL PROGRAMME**

**Monday October 9**

**Conference Sessions 1.3: 16.00 - 17.00**

<b>Title</b>	<b>Presenters</b>	<b>Type of contribution</b>	<b>Track</b>
Acknowledgement of Competencies Acquired Elsewhere	Joke Elzenaar, Nationale-Nederlanden, Relinde Leijten, Schoevers	Good Practice Presentation	SLD
Learning by emotion in the context of training and development	Theo van Dellen, University of Groningen	Academic Paper Presentation	BBL
7 Brain Basics To Increase Performance	André Vermeulen, Neuro-Link	Workshop	BBL
Challenges of creating a learning culture at workplace – A case study of Independent Validation Solutions, a unit of Infosys Technologies Limited, India	Shishank G. Gupta, IVS Academy, Dr. Bharathi Rao, Infosys Technologies Limited	Good Practice Presentation	WPL
Learning and sustainable change & the art of pressure cooking	Hans van Zanten, Martin van Brakel, Els Groenendijk, Wil Hoeijmakers, Ria Kauffman & Charlotte Roobeek, Projectgroup Personal and Organisational Learning and Development NVO2	Workshop	LSC
Go where the action is! Implementing Coaching in a large international construction Company	Cécile Claessen, Richard van der Naald, ABLE BV, Peter Lapidaire, BAM Civiel Projecten BV	Good Practice Presentation	CPD
Human Talent Development; From Talent to Competence.	A. van Dongen, Schouten & Nelissen	Workshop	CPD

<b>PROGRAMME</b>					
<b>Tuesday October 10</b>					
<b>TIME</b>					
8:00	Networking Coffee 8:00 - 9:00	Yoga Warming-up 8:15 - 8:45			
8:30					
9:00	Plenary Keynote: Roberto Carneiro				
9:30	9:00 - 10:00				
10:00	Keynote Coaching and Personal Development: Monique Bolung 10:00 - 11:00	Conference Sessions 2.1. 10:00 - 11:00			
10:30					
11:00	Break 11:00 - 11:30				
11:30	Keynote Brain-Based Learning: Ruud van Ommeren 11:30 - 12:30	Keynote Diversity: Åsa Skogström 11:30 - 12:30	Conference Sessions 2.2. 11:30 - 12:30		
12:00					
12:30	Lunch 12:30 - 14:00				
13:00				Lunch Sessions 13:00 - 13:45	
13:30					
14:00	Keynote Sustainable and Authentic Leadership: Manfred van Doorn 14:00 - 15:00	Conference Sessions 2.3. 14:00 - 15:00	Conference Session Leonardo da Vinci including Keynote João Delgado, European Commission 14:00 - 16:00		
14:30					
15:00	Break 15:00 - 15:30				
15:30	Conference Sessions 2.4 15:30 - 16:00	Learning for Sustainable Development 15:00 - 16:00			
16:00	Plenary Keynote: Karin Jironet				
16:30	16:00 - 17:00				
17:00					
17:30	Yoga Cooling-down: 17:15 - 17:45	<b>NEW:</b> Visit Heineken Brewery 17:15 - 18:30			
18:00					
18:30					
19:00	Social Event 19:00				
19:30					
20:00					
20:30					
21:00					
21:30					
22:00					
22:30					
23:00					
23:30					
0:00					

**PROVISIONAL PROGRAMME**

**Tuesday October 10**

**Conference Sessions 2.1: 10.00 - 11.00**

<b>Title</b>	<b>Presenters</b>	<b>Type of contribution</b>	<b>Track</b>
Corporate Governance: HRM has a role to claim	Martin Groot Wesseldijk, Robeco	Workshop	CG
T-Mobile's young generation: Key attributes for learning and development	Selma Spaas & Bart de Bock, T-Mobile	Good Practice Presentation	D
Leadership for sustainability	E. Cavagnaro, G.H. Curiel, CHN	Workshop	SAL
Diversity at first sight – diversity at second sight	Yvonne van der Pol, Luz azul Trainingen	Workshop	D
Self-knowledge and leadership: Towards sustainable leadership in a changing environment	Ria van Dinteren, Doreen Admiraal, Fontys University of Applied Sciences	Workshop	SAL
Coaching and Personal Development Competencies in a Learning Organization	Jean Barbazette, The Training Clinic	Good Practice Presentation	CPD
2015: Successful organisations make the best use of talent by being sensitive employers: creating loyalty by offering freedom	Ester de Bruine, Yolanda Buchel, Hans Hoekstra, GITP	Symposium	LSC
Creative Action Methods: Improve your director skills to enlarge the learning	Jitske Kramer, HumanDimensions	Workshop	BBL

**PROVISIONAL PROGRAMME**

**Tuesday October 10**

**Conference Sessions 2.2: 11.30 - 12.30**

<b>Title</b>	<b>Presenters</b>	<b>Type of contribution</b>	<b>Track</b>
Leadership and the Art of Life	Nina Lazeron, Wim Galjee, Academia Aemstel, Joep Dohmen, philosopher	Workshop	SAL
EurOccupations workshop: gaining insight into the comparability of occupations within the EU	Judith de Ruijter & Esther de Ruijter, Arbeid Opleidingen Consult	Workshop	LF
The impact of training and personal development on work attitudes: Three cross-sectional studies in the public sector	Ronald Visser, Lidewey van der Sluis, Free University Amsterdam	Academic Paper Presentation	CPD
Leadership in Professional Organisations	Marcel J. Wanrooy, GITP	Academic Paper Presentation	SAL
Talent Spotting at Nederlandse Spoorwegen (Netherlands Railways)	Martijn Rengers, Netherlands Railways	Workshop	CPD
Homework assignments in Coaching	Cora Smit, Kessels & Smit	Good Practice Presentation	CPD
HR managers and environmental management in Thai business organizations	Busaya Virakul, The National Institute of Development Administration (NIDA)	Academic Paper Presentation	CG

**PROVISIONAL PROGRAMME**

Tuesday October 10

Lunch Sessions: 13.00 - 13.45

<b>Title</b>	<b>Presenters</b>	<b>Type of contribution</b>	<b>Track</b>
Life-Long-Learning and Self-organization	Kas Burger, participant in EU Grundvig project / Schouten & Nelissen	Round Table Discussion	CPD
The acknowledgment and the rational use of Power in Human Resource Development	Joachim Koch, JFK-Consulting Coaching Training International	Round Table Discussion	
Manage your competences! Career management and the role of accreditation of prior learning	Martine Maes, Erik Kaemingk, Knowledge Centre VPL	Round Table Discussion	WPL
Strategic Learning Governance: Towards a Framework for Managing Innovation and Learning in the Knowledge Economy	Daan Assen, Siennax Learning Services	Round Table Discussion	WPL
Brain in Movement: the Application of Brain-based Learning in the Corporate World	Leonore Stollwerk, ABP	Workshop	BBL

**PROVISIONAL PROGRAMME**

**Tuesday October 10**

**Conference Sessions 2.3: 14.00 - 15.00**

<b>Title</b>	<b>Presenters</b>	<b>Type of contribution</b>	<b>Track</b>
European Policy, practice from Leonardo da Vinci projects and needs from companies (2 hours: 14.00 - 16.00)	Joop Nafzger (consultant), Siegfried Willems (head National Agency), Anne Potters (consultant), Dr. Hans-Dieter Schinner (Leonardo Project Leader), Mag. Brigitte Zoerweg (Leonardo Project Leader) and keynote speaker Joao Delgado, European Commission	Keynote speech, Round Table Discussion combined with Good Practice Presentation	SLD
The Leadership Lessons from India's Software Companies: Creating Leaders in a changing milieu	K. Jayshankar, Empowered Learning Systems	Good Practice Presentation	SAL
The workplace as powerful learning environment within a knowledge productive organisation.	Lenny Vleugel, Marlo Töller, Humanitas & ValentRDB, organisations for healthcare	Workshop	WPL
The rationality of a sex segregated labour market: a life course perspective	Judith de Ruijter, Arbeid Opleidingen Consult	Academic Paper Presentation	D
Taking up the personal challenge: empowering myself! (2 hours: 14.00 - 16.00)	Ruud Duvekot, Foundation European Centre Valuation Prior Learning	Workshop	LF
Culture shock within your diverse organisation. (2 hours: 14.00 - 16.00)	Rick Blokhuis, Phil Robson, Boertien Training	Workshop	D
Understanding your staff's intercultural competences: Insights from the Intercultural Readiness Check	Ursula Brinkmann, Intercultural Business Improvement	Academic Paper Presentation	D
The role of trans-national cooperation in promoting workplace learning partnerships. (2 hours: 14.00 - 16.00)	Pekka Kämäräinen, Alan Brown, M'Hamed Dif, on behalf of the Leonardo da Vinci project "Workplace learning partnerships"	Symposium	WPL

**PROVISIONAL PROGRAMME**

**Tuesday October 10**

**Conference Sessions 2.4: 15.30 - 16.00**

Title	Presenters	Type of contribution	Track
Session Learning for Sustainable Development (15.00 - 16.00 h.)			
A European Case Study in Performance Improvement	Diane Fryman, Performance Technology Solutions	Workshop	SLD
The Role of HRD in the Retention of Employees	John H. Cox, Cox Learning Group	Workshop	LSC

<b>PROGRAMME</b>	
<b>TIME</b>	<b>Wednesday October 11</b>
8:00	
8:30	
9:00	Networking Coffee
9:30	9:00 -10:00
10:00	Keynote Learning from the Future: Judy Whittaker
10:30	10:00 -11:00
	Conference Sessions 3.1.
	10:00 -11:00
11:00	Break
	11:00 -11:30
11:30	Plenary Keynote: Joseph Kessels
	11:30 -12:30
12:00	
12:30	Closing Session
	12:30 -13:00
13:00	<i>Transport to the HRD Exhibition, Utrecht</i>
13:30	
14:00	
14:30	
	<i>HRD Exhibition Utrecht</i>
15:00	
15:30	
16:00	

**PROVISIONAL PROGRAMME**

**Wednesday October 11**

**Conference Sessions 3.1: 10.00 - 11.00**

<b>Title</b>	<b>Presenters</b>	<b>Type of contribution</b>	<b>Track</b>
Challenges in Training Jobseekers to become Competent Technicians	Mohamed Sharif, Zamil Industrial Investment Company	Good Practice Presentation	D
Good practise? Experiences on a EU Leonardo pilot project: a performance based approach to HRD at the San Camillo Forlanini Hospital in Rome Italy	Pauline M. Voortman, Ceseco International / Bureau Zuidema BV	Good Practice Presentation	SLD
The shift from teaching to learning – Effects of trainer personality and learning atmosphere	Karen Blümcke, PERSPEKTIVwechsel – Institut für Bildung und Beratung	Workshop	BBL
Increasing effectiveness of multicultural teams	Eva Jordans, Bas Arends, Schouten & Nelissen	Workshop	D
Beyond the learninggroup: Personal learning as an innovative tool for organisational development	M.J. Kauffman, K-Consult, E.H. Nabben & C.H.L. Sigaloff, Nyenrode Business University	Workshop	CPD
Highly intelligent and gifted employees – key to innovation?	Frans Corten, Werk en Waarde, Noks Nauta, Centre of Excellence, Neth. Soc. of Occupational Medicine	Academic Paper Presentation	LSC
USG people e-Campus; learn to know, learn to do, learn to be	Rob van Baarsen, USG People	Workshop	
Virtual projects: Sharkworld, dare to dive in (II)	Peter Smulders, OTIB, Marcus Vlaar, Ranj Serious Games	Good Practice Presentation	WPL