



## Central Theme: The Learning Society for Sustainable Development

The Learning Society is the basis for sustainable development and forms one of the cornerstones on which the development of a modern cooperative Europe is founded.. As we move towards a social and economic order which is based on the application of knowledge, improvement and innovation, most of us will participate in work environments which are also learning environments. Then, lifelong learning will not only be focused on technological advancement, but also on co-operation, coherence and solidarity. Creativity and responsibility are closely related, as are efficiency and the quality of life. Leaders and professionals will work on the continuous development of human as well as social capital. In a learning society, HRD can play a key role when it comes to sustainable growth. This conference offers a great variety of opportunities to explore this role in collaboration with practitioners, executives, politicians, academics and artists, in an atmosphere of curiosity and professional enjoyment.

### Sub-themes:

- Corporate Governance: towards learning in organisations (CG)

Coordinator: Marcia Biesheuvel

Corporate Governance: an umbrella term to describe the responsibility which organisations have towards their employees and society. How can this philosophy go beyond mere marketing objectives and charity donations to create true sustainable development for all stakeholders?

- Brain-based learning (BBL)

Coordinator: Marcia Biesheuvel

There is scientific evidence which indicates that learning is more effective when it follows the processes of the brain. When we use all of our senses, body and mind provide the most intense learning moments. How can we create 'brain-friendly' circumstances to stimulate effective learning?

- Sustainable learning and development from a European perspective (SLD)

Coordinators: Lidewey van der Sluis & Jolanda Botke

In the current business world, companies need to be profitable and innovative, employees need to take responsibility for their own employability, and society strives for an increased standard of living, security and justice. These dynamics lie at the heart of the emergence of Sustainable learning and development as a balancing act within organisations. HR professionals are playing an increasingly important role in these complex processes. These processes however are also very much on the agenda of individual employees and the organisation as a whole. We invite participants to present their research or practical experiences which offer insight into (new) European approaches towards these aspects of learning and development in organisations.

- Diversity (D)

Coordinators: Jolanda Botke, Eric Koenen & Carla Wijers

Contemporary organisations face diversity, both among employees as well as among their customers; in sex, cultural background and race. What is the added value of diversity for HR? How do organisations manage diversity and how do they differ in the way in which they manage diversity? How effective are different types of policies in terms of work satisfaction and productivity? What are examples of good practice?

- Coaching and personal development (CPD)

Coordinators: Floor Hilgers & Lidewey van der Sluis

Coaching and personal development both aim to increase the sustainability of organisations. How can these concepts serve as starting points for learning, development and continuity of organisations?

- Learning and sustainable change (LSC)

Coordinators: Karin Disselen & Lidewey van der Sluis

This sub-theme focuses on aspects of learning, innovation and change which are key issues on today's corporate agendas. Sustainable competitive advantage through investment in learning and knowledge-sharing is the central theme here. We want to examine and discuss how learning and change in the 21<sup>st</sup> century can be facilitated, managed, and stimulated in such a way that both organisations and individuals can benefit from it.

- Sustainable and authentic leadership (SAL)

Coordinators: Lidewey van der Sluis & Karin Disselen

Concepts of successful leadership differ over time. What kind of leader is necessary in today's complex world and the 21<sup>st</sup> century? The domain of this theme is to advance knowledge, understanding and identification of aspects of sustainable and authentic leadership to aid in the development and sustainability of companies and their leaders. In this regard we want to discuss theoretical and practical notions about managing authenticity and sustainability, recognising and further examining personal, cultural and international differences.

- The workplace as a place for learning (WPL)

Coordinator: Joseph Kessels

The workplace has always been regarded as a powerful learning environment. In today's society where knowledge forms the basis for value creation, could it be that working and learning are becoming the same thing? If this holds true, the implications for organising work, management, training and development are tremendous. Are we moving from 'learning to work' to 'working to learn'?

- Learning from the future (LF)

Coordinators: Joseph Kessels & Marcia Biesheuvel

Is it possible to discover opportunities for improvement and innovation 'out of the future' instead of planning for the future from the here and now? What impact does this have on our perception and (inter-) action? What does it take to develop a learning culture built around uncommon situations and innovative projects?