The Global Opportunity Forum

June 21, 2023 8:30 am - 3:00 pm

8:30 AM Breakfast and Networking

9:00 AM Welcome and Introduction George Westerman

Senior Lecturer, MIT Sloan School of Management

Founder, Global Opportunity Forum, MIT Office of Open Learning



George Westerman

Senior Lecturer, MIT Sloan School of Management Founder, Global Opportunity Forum, MIT Office of Open Learning

Dr. George Westerman is a Senior Lecturer and Principal Research Scientist at the MIT Sloan School of Management. His research and teaching help executives to understand the transformative potential of new technologies and the steps they can take to build innovation capability in their firms.

During more than 20 years with the MIT Sloan School of Management, he has been a pioneer in the study of digital transformation. His early research and award-winning book, Leading Digital: Turning Technology Into Business Transformation, helped to frame the executive conversation on the topic. His research on workforce transformation and on digital-ready culture provides important insights for how to move from discrete technology projects to continuous innovation capability. And his most recent research, in Harvard Business Review and Sloan Management Review, is helping executives to understand the transformative potential of Al.

George is cochair of the MIT Sloan CIO Leadership Awards and a member of the Digital Strategy Roundtable for the US Library of Congress, and executive advisor to executives in numerous large numerous around the world. At MIT, he teaches the highly regarded MIT executive courses Leadership for the Al Age and Essential IT for Non-IT Executives. Prior to earning a Doctorate in innovation strategy from Harvard Business School, he gained more than a dozen years of experience in product development and technology leadership roles.

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Stephen 'Steve' Cunnigham Director of OE & Talent BT Group Panel: Finding Common Ground Across the Talent Ecosystem

Senior Lecturer, Technological Innovation, Entrepreneurship, and Strategic Management, MIT Sloan School of Management



Phil Budden
Senior Lecturer, Technological Innovation, Entrepreneurship, and Strategic Management
MIT Sloan School of Management

Phil Budden is a Senior Lecturer at MIT's Management School, in Sloan's TIES (Technological Innovation, Entrepreneurship and Strategic-management) Group, where he focuses on 'innovation-driven entrepreneurship' (IDE) and innovation ecosystems.

Phil co-teaches in the successful 'Regional Entrepreneurship Acceleration Program' (REAP), an Executive Education program for regional teams from around the globe interested in accelerating 'innovation-driven entrepreneurship'; in the related 15.364 class, known as the 'Regional Entrepreneurship Acceleration Lab' (REAL), aimed at MBAs and Sloan Fellows; and on similar topics in a variety of degree and Executive Education settings.

Prior to joining MIT, Phil has held these posts with the British government: British Cabinet Office, London (5/6/2001 - 6/30/2002); British Embassy, Washington DC (7/1/2002 - 8/5/2007); 1st Secretary (UK-US Technology, Science & Innovation) Washington DC; Adviser to the PM at No10 (European/institutional strategy) London, UK.

Phil holds a BA and MA in History from Lincoln College, the University of Oxford; an MA in History and Government from Cornell University; and a PhD (DPhil) in History and International Political Economy from the University of Oxford.

Charles Bodwell Enterprise Development Specialist International Labour Organization

Leila Guerra Associate Dean Imperial College Business School

Bill Peaper Project Leader, Skills Development Industry Wales

Building effective talent pipelines requires an ecosystem approach that can include employers, educators, NGOs, non-profits, governments, and others. In this panel, we'll hear from different stakeholders about how they work together to solve their common challenge of finding, training, and developing people in good careers.

Panel: How Companies Look at Career Development

Victoria Sparey
People Transformation Senior Capability Lead, People & Places
Lloyds Banking Group

Alisa Adel Senior Director of Research and Technology Airbus

Wendy James Leadership, Learning, Talent and Diversity Director BT Group

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Organizations that don't develop peoples' careers face a double challenge in the talent wars: finding new workers and replacing the ones who leave for better opportunities. In this panel, corporate talent and learning leaders will share their challenges and effective practices for helping every employee develop in their careers.

Panel: Non-Traditional Problems and Solutions

Lara Paemen Managing Director IFMA EMEA

Katie Hall Founder & CEO Claira

Ulail a

Reace Wade Entry Talent Manager in Digital

BT Group

The traditional path from school to job to long-term career is no longer sufficient for companies or individuals. Increasingly, employers need to tap non-traditional routes to find good workers. In this panel, we'll discuss some of these non-traditional approaches to finding great employees, such as returning workers, veterans, refugees, and others. We'll examine alternative talent sources as well as alternative ways that organizations help people to show and grow their competencies.

11:45 AM Fireside Chat: Talent Management for Digital Disciplines at BP

Joanne Legge VP Digital Disciplines

BP

12:15 PM Lunch and Breakout Discussions

1:15 PM Emerging Talent and Early-Career Programs

Erin Crompton Chartered Business Management Apprentice

BT Group

Oran Doherty
Manager of the Irish Apprenticeship in Retail Supervision

Glen McGowan Group Head of Emerging Talent HSBC Bank

Apprenticeships are an enticing avenue to train and hire new workers. But apprenticeships are only one of several important programs that can help people start and thrive in their careers. This panel will examine innovative approaches that organizations are using to foster emerging talent and early-career success.

2:00 PM Fireside Chat: The Future of Talent and Learning

Rupert McNeil Founder and Chair, Storm Energia, Former Chief People Officer, UK Government, Former Group HR Director, Lloyds Banking Group

2:30 PM Networking Break

Panel: Developing Competencies for Advanced Technologies Kathleen D Kennedy

Executive Director, MIT Center for Collective Intelligence



Kathleen D Kennedy
Executive Director
MIT Center for Collective Intelligence

With multiple leadership roles at MIT, Kathleen is on the front lines of technology and innovation. Right now, she is passionate about AI education, digital transformation, and sustainable fashion. She is a strategic leader with a unique skill set for transforming organizations as well as building new ones.

As Executive Director of the MIT Center for Collective Intelligence, Kathleen works with a multidisciplinary research team on Supermind Design, a methodology for designing intelligent human/machine organizations. She is putting that into practice at MIT Open Learning, where she leads MIT Horizon, a digital learning platform helping organizations to train at scale about emerging technologies such as AI.

Steven Crump Business Development Manager, Defense BT Group

Sarah Kandil Digital Strategy Officer - Group Innovation Division Société Générale

Steve Suarez Global Head of Innovation, Global Functions HSBC Bank

Technology changes quickly, but organizations change much more slowly. How can companies develop the right competencies for technologies like artificial intelligence, data science, blockchain, cybersecurity, or quantum? Hiring isn't enough, but training everybody to be experts won't work either. Our panelists will share their perspectives on who needs to know what in companies and how you can make sure they do.

The Road Forward George Westerman

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3:45 PM

Adjournment