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
         Principal Research Scientist, Workforce Learning, MIT Open Learning

George Westerman
Senior Lecturer, MIT Sloan School of Management
Principal Research Scientist, Workforce Learning, MIT Open Learning

George Westerman is a Senior Lecturer at the MIT Sloan School of Management and Founder of the Global Opportunity Initiative (http://goi.mit.edu).

George’s work bridges the fields of executive leadership and technology strategy. During more than 20 years with MIT Sloan School of Management, he has written three award-winning books, including Leading Digital: Turning Technology Into Business Transformation. As a pioneering researcher on digital transformation, George has published papers in Harvard Business Review, Sloan Management Review, and other top journals. He is now focused on helping employers, educators, and other groups to rethink the process of workforce learning around the world through the GOI and several research collaborations.

George is cochair of the MIT Sloan CIO Leadership Awards, a member of the Digital Strategy Roundtable for the US Library of Congress, and learning strategy advisor to the World Health Organization Academy. He works frequently with senior management teams and industry groups around the world. Prior to earning a Doctorate from Harvard Business School, he gained more than 13 years of experience in product development and technology leadership roles.

View full bio

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

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

Dr Phil Budden is a Senior Lecturer at MIT's Management School, in Sloan's TIES (Tech Innovation, Entrepreneurship and Strategy) Group, where he focuses on ‘corporate innovation’ and multi-stakeholder innovation ecosystems, especially how corporates can get value from the latter (including start-up enterprises). He works closely with corporate executives and leaders of other large organisations on such strategies, through MIT Corporate Relations/ILP, the Corporate Innovation Program (https://corporateinnovation.mit.edu), Executive Education (https://executive.mit.edu/ci) and MIT’s global REAP program (https://reap.mit.edu), as well as custom and consulting work.

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

10:00 AM

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

George Westerman
Senior Lecturer, MIT Sloan School of Management
Principal Research Scientist, Workforce Learning, MIT Open Learning

George Westerman is a Senior Lecturer at the MIT Sloan School of Management and Founder of the Global Opportunity Initiative (http://goi.mit.edu).

George’s work bridges the fields of executive leadership and technology strategy. During more than 20 years with MIT Sloan School of Management, he has written three award-winning books, including Leading Digital: Turning Technology Into Business Transformation. As a pioneering researcher on digital transformation, George has published papers in Harvard Business Review, Sloan Management Review, and other top journals. He is now focused on helping employers, educators, and other groups to rethink the process of workforce learning around the world through the GOI and several research collaborations.

George is cochair of the MIT Sloan CIO Leadership Awards, a member of the Digital Strategy Roundtable for the US Library of Congress, and learning strategy advisor to the World Health Organization Academy. He works frequently with senior management teams and industry groups around the world. Prior to earning a Doctorate from Harvard Business School, he gained more than 13 years of experience in product development and technology leadership roles.

View full bio

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.

10:45 AM

Networking Break
11:00 AM  
Panel: Non-Traditional Problems and Solutions  
Lara Paemen  
Managing Director  
IFMA EMEA  
Katie Hall  
Founder & CEO  
Claira  
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  
Ibec  
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

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.
George Westerman is a Senior Lecturer at the MIT Sloan School of Management and Founder of the Global Opportunity Initiative (http://goi.mit.edu).

George’s work bridges the fields of executive leadership and technology strategy. During more than 20 years with MIT Sloan School of Management, he has written three award-winning books, including *Leading Digital: Turning Technology Into Business Transformation*. As a pioneering researcher on digital transformation, George has published papers in *Harvard Business Review*, *Sloan Management Review*, and other top journals. He is now focused on helping employers, educators, and other groups to rethink the process of workforce learning around the world through the GOI and several research collaborations.

George is cochair of the MIT Sloan CIO Leadership Awards, a member of the Digital Strategy Roundtable for the US Library of Congress, and learning strategy advisor to the World Health Organization Academy. He works frequently with senior management teams and industry groups around the world. Prior to earning a Doctorate from Harvard Business School, he gained more than 13 years of experience in product development and technology leadership roles.