2024 ECLF Annual Meeting
AI-Driven Learning and Transformation

November 26 – 27, 2024

hosted by **SIEMENS ENERGY**

Venue	**Siemens Energy Innovation Center Berlin** Siemens Energy Global Huttenstrasse 12 10553 Berlin | Germany → map
Hotel (suggestion)	There is no recommendable hotel in the immediate vicinity of our venue. This suggestion is near the restaurant where we will meet for dinner. Hotel Indigo Berlin Ku-Damm Hardenbergstrasse 15 10623 Berlin | Germany → map
Dinner	Osteria Cullacino Grolmannstrasse 21 10623 Berlin | Germany → map
Security	You will have to complete the Data and Safety protection registration online prior to their visit. Proof of this registration is required upon entry. Please **use this LINK to register** (Password **gtwcoach**)
Registration	For **registration** and **invitation requests** please contact office@eclf.org

Preamble

At our re-launch meeting in February this year, there was a clear vote to focus 2024 on the impact of AI on L&D and on organizations at large. We started to address the issue with a [series of virtual conversations](#) which now culminate in our annual in-person meeting.

In the spirit of the topic, I prompted ChatGTP as follows:

> *"Please describe the impact of AI on the practice of Learning and Development as well as Organizational Development. Consider (1) the impact on strategy and operations of the functions, and (2) the contributions the functions can make to leverage AI within organizations"*

Here's the response from our artificial companion:

Impact on Learning and Development

- <u>Personalized Learning:</u> AI customizes training programs based on individual learning styles, performance data, and preferences, improving engagement and retention.
- <u>Data-Driven Insights</u>: AI helps identify skill gaps, measure training effectiveness, and predict future learning needs, enabling L&D to make informed strategic decisions.
- <u>Automation</u>: Routine tasks like scheduling, tracking progress, and generating reports can be automated, allowing L&D professionals to focus on strategic planning and content development.
- <u>Content Creation & Curation</u>: AI assists in developing and selecting relevant content, identifying trending topics, and optimizing learning materials for different audiences.
- <u>Adaptive Learning</u>: AI provides real-time feedback and dynamically adjusts training content and difficulty based on learner performance, enhancing learning outcomes.

Impact on Organizational Development

- <u>Strategic Workforce Planning:</u> AI forecasts future skill requirements and informs the development of targeted training programs to prepare the workforce for upcoming challenges.
- <u>Leadership Development</u>: AI analyzes leadership potential and competencies, helping design more effective and personalized development programs for leaders.
- <u>Change Management</u>: AI can model the impact of organizational changes, helping OD professionals plan and implement change initiatives more effectively.

L&D Contributions to Leveraging AI within Organizations

- <u>Accelerating Skill Development</u>: AI-driven learning paths enable rapid upskilling and reskilling, supporting organizational agility and competitiveness.
- <u>Promoting Data-Driven Culture</u>: L&D can use AI to foster a culture of continuous learning and data-driven decision-making across the organization.

OD Contributions to Leveraging AI within Organizations

- <u>Enhancing Agility and Adaptability</u>: AI insights help OD design programs that support organizational resilience and adaptability in changing environments.
- <u>Supporting DEI Efforts</u>: AI helps identify and mitigate biases in performance reviews, promotions, and learning materials, enabling more equitable development opportunities.

In summary (ChatGTP likes to summarize): AI transforms L&D and OD by enabling personalized learning, automating operations, and providing data-driven insights. These functions, in turn, leverage AI to accelerate skill development, support strategic workforce planning, and promote a culture of adaptability and continuous improvement.

That's ample food for thought – and a plethora of things to address. As always, we will tackle all this with our traditional mix of member-driven analytical deep-dive and peer-sharing of experiences and perspectives. Welcome to the ECLF 2024 annual meeting!

Program (draft, subject to change)

Tuesday | November 26, 2024

09:30 – 10:00   **Check-in at Innovation Center**

10:00 – 10:15   Welcome | Introduction | Meeting Overview
Stephanie Waskovsky, Head of Executive Leadership Development, Siemens Energy
Roland Deiser, Chairman, ECLF

10:15 – 11:30   Member Exchange
Round Tables of 5-6 participants about
(1) current issues/news/initiatives at their corporation
(2) how does the conference topic relate to their current context
(3) what are common denominators
Plenary share and discussion

11:30 – 13:00   Tour of the Innovation Space

13:00 – 14:00   Lunch

14:00 – 14:30   Framing the Issue:
The View of the Community of Learning Leaders
Roland Deiser, Chairman ECLF
Roland will report on the results from the annual ECLF survey which reflects the perspectives of global L&D and OD leaders on our conference theme.

14:30 – 15:30   Executive Panel
Siemens Energy's Transformational Challenges -
A Cross-functional Conversation
Christina Schulte-Kutsch, CHRO, Siemens Energy
Siemens Energy Leaders from Strategy | IT | Business (tbd)
Facilitation: *Roland Deiser,* ECLF
As a leader in driving Energy transition, Siemens Energy itself is faced with major transformation challenges as the necessity for business model reinvention collides with the necessity of delivering on the legacy core business. We will discuss these challenges from various functional angles with particular emphasis on how HR and AI can help address them.

15:30 – 16:00   Coffee Break

16:00 – 17:15	Case

16:00 – 17:15   Case

Current L&D and Transformation Initiatives

Yvonne von de Finn, VP OD & HR Strategy, Siemens Energy
Stephanie Waskovsky, VP Executive Leadership Development, Siemens Energy

Yvonne and Stephanie will share the mission and set-up of their L&D/OD organization and discuss some of the key strategic initiatives that are currently under way.

17:15 – 17:30   ## Mini-Break

17:30 – 18:30   Reflection

Contextualizing Insights

Trios of participants reflect jointly on the implications of the insights from the three morning sessions for their own practices at home

18:30 – 19:00   ## Taxi to Restaurant

19:00 – 22:00   ## Cocktails and Dinner at **Osteria Cullicano**

Grolmannstrasse 21
10623 Berlin | Germany   → map

Wednesday | November 27, 2024

09:00 – 10:00   Member Panel (tbc)
The Impact of AI in Member Organizations

Jenny Lin, Global Head of Learning and Growth, Siemens
Claudia Rautenberg, VP HR Executives, Leadership and Culture, Lufthansa
Oliver Fischer, SVP, Head of HR and Management Development, Deutsche Bahn

Senior leaders from three major corporations who drive their company's people and culture Development will discuss how they deal with the challenges and opportunities related to the AI revolution.

10:00 – 10:15   Coffee Break

10:15 – 11:30   Collaborative Deep-Dive

2 Breakout groups will examine the impact of AI from 2 angles:

Group 1: What impact of (Gen)AI do we see on the operating model of the L&D/OD in our organization? Think about productivity, product/service portfolio, socio-technical infrastructure, etc.

Group 2: Which interventions/initiatives do we plan to develop capabilities that can leverage AI for performance and innovation?

Each group produces a set of statements that addresses the above questions and that will serve as input for a summary of insights to be shared with a wider audience (option: published in DLQ).

11:30 – 12:00   Plenary Exchange on Deep Dive

12:30 – 13:00   Resume
Implications for ECLF initiatives – Outlook 2025

13:00   Parting Lunch

End of Annual ECLF Meeting