The Future of the Corporate University
15 October 2021 – ESCP Paris Campus - Montparnasse

Welcome Coffee: 9:00 – 9:30

Opening Session: 9:30 – 10:00: The strategic role of Corporate Universities, *Frank Bournois (Executive President & Dean, ESCP)*

Plenary Session 10:00 – 11:00:

Shaping the Future of Corporate Universities

For the next decade, what should be the evolving role of Corporate Universities? How to evolve their scope within & even beyond the organization? Will they become catalysts of "learning organizations" and how? What existing & emerging trends will enable tomove from programmes to "lifelong learning"? How should Business Schools & Corporate Universities partner to create this "new world of education & learning" for companies?
Philippe Bonnet (Essilor) - Marisa Eboli (Universidade de Sao Paulo, Brazil) - Simon Mercado (ESCP) - Alexia de Monterno (Merieux) - Steven Smith (EFMD)

Coffee Break 11:00 – 11:30

Workshops 11:30 – 12:30

Workshop 1:	Workshop 2: *(in French)*	*Workshop 3:*	*Workshop 4:*
Learning communities, peer-to-peer training, distance learning: How will these new learning techniques be shaping the future of Learning? This workshop will analyse all the new educational approaches outside the classic lecture formats. What are the main structural trends that will emerge for thefuture? How can we better use them to boost learning in our organizations? *Benoit Auger (Slabb), José Ramon Cobo (ESCP), Julien Fanon (Accenture), Monica Huang (Danone), Catherine Lauryssen (Michelin), Thierry Picq (EM Lyon)*	**The new place of the individual in learning** *Are the profound changes in access to knowledge and the strong autonomy of individuals compatible for companies with a good preparation of the skills of the future? How can corporate universities reposition themselves at this level? Generate meaning? Engage learners efficiently and in duration?* *Céline Cussac (Natixis)* *Cécile Dejoux (ESCP)* *Jean-Roch Houllier (Safran)*	**Unleashing Team learning, the "strong link" of learning organizations** How could Corporate Universities foster "Team learning" – one of the 5 disciplines of learning organizations according to Peter Senge – to transform the ways of learning for more impact? *Thierry Bonetto (Learning Futures) Jean-Luc Guillou (GERME, SOL - Society for Organizational Learning) Isabelle Mancel (Thales) Véronique Tran (ESCP)*	**Learning in remote and hybrid environments: the challenge of performance and well-being** The world of work is transforming faster than ever before. Companies are challenged to stay productive, keep learning and preserve the well-being of their people in remote and hybrid environments. What can corporate universities do to enhance the culture of learning and redesign the organisations to fit the new working world? *Almudena Canibano (ESCP) Pedro Gonzalo (Société Générale) - Tyra Malzy (JLL) Daniela Proust (Siemens)*

Lunch: 12:30 - 13:45

Plenary Session: 13:45 – 14:45:

The performance of the Corporate University

Since corporate universities have a major role in contributing to performance, they must themselves be exemplary in demonstrating the return on investment (often significant) that they represent. The measurement of this performance presupposes the mastery of three essential factors: the evaluation of training, the measurement of the materialization of acquired skills and the effectiveness of the skills paths associated with training.
Laurent Cappelletti (CNAM) - Laurent Choain (Mazars) - Ilhem Alleaume & Sylvie Dangelser (L'Oréal)

Break: 14:45 - 15:15

Workshops 5:15 – 16:15

Workshop 1: **Advances in behavioural sciences will accelerate the effectiveness of training.** This session will identify some key avenues in what this will happen! This workshop will analyse the latest discoveries in behavioural sciences and identify how these innovations can help the most in to improve the learning experience in our corporate world. *Dana Allen (Air Liquide), Etienne Bressoud (BVA Nudge Unit) Alexia Cordier (Fifty), Nadège Riehl (Schneider)*	*Workshop 2:* **The Future leader - leading in the future: new trends in top executive development** Which skills needed to face the new challenges and how to help our leaders to face them? New competency models and new practices in the development of leaders and future leaders. *Christie Chambers-Deydier (Thales), Yasmina Jaidi (L'Oréal) Delphine Paulet-Jumelle (Mazars), Dominique Pépin & Chiara Succi (ESCP), Diarmuid Smith (Craft Capital)*	*Workshop 3:* **AI & positive use of data: towards an "augmented learning organization"?** How AI and Data can transform our learning policies & practices, to enable a « customized development for all » (at individual level), and the steering of learning for more impact (at organizational level). *Patrick Benammar (Renault) Thierry Bonetto (Learning Futures) Denis Florean (IBM) Yannick Meiller (ESCP)*	*Workshop 4:* **The most important pedagogical innovations for successful learning** Determine the Top 10 pedagogical innovations that will change the dynamics of learning in our universities! *Aude Schiavi-Fourcade & Laurence Nottelet (AFPA) Michel Barabel (IEP Paris)*

Coffee Break: 16:15 - 16:45

Debriefing & Conclusion: 16:45 - 17:45:

Looking at the Future of Corporate Universities: New Challenges, New Development & New Organizations

Concluding remarks and opening questions - the need to keep the collaboration in our industry.
Adilson Borges, (Carrefour & President of the Club of Corporate Universities)