ICEDR Global Innovations Summit – The Learning Revolution
Hosted by McKinsey & Company and Philips
Amsterdam, The Netherlands • June 10-11, 2015

Faculty

**Doug Ready**
President, ICEDR
Senior Lecturer in Organizational Effectiveness, MIT Sloan School of Management

Douglas A. Ready is a Senior Lecturer at the MIT Sloan School of Management. He is Founder and President of the International Consortium for Executive Development Research (ICEDR), which develops senior level and next generation HR executives at leading global companies. Doug also served as Visiting Professor of Organizational Behavior at London Business School. Doug is an active consultant, helping CEOs, top teams, and senior executives develop organizational and leadership resources, and HR development practices, to sustain global competitiveness. He has recently worked with the top teams at Hess, HSBC, RBC, and PwC, helping them build the leadership and organizational capabilities for their newly reconfigured firms.

Doug is considered one of the world’s leading authorities on strategic talent management and executive development. He has authored a number of highly popular *Harvard Business Review* and *MIT Sloan Management Review* articles, including: “Building a Game-Changing Talent Strategy,” “The Power of Collective Ambition,” “Are You a High Potential?,” “Winning the Race for Talent in Emerging Markets,” “Enabling Bold Visions,” “Make Your Company a Talent Factory,” “How to Grow Great Leaders,” and “Leading at the Enterprise Level.” In 2013, he was named to the Thinkers50 list, the premier global ranking of management thinkers.

**Dana Stocks**
Chief Learning Officer and Senior Vice President
Philips

Dana Stocks has served as Chief Learning Officer and Head of Philips University since January 2015. As CLO, he is responsible for driving all learning activities and aligning the development of Philips employees to Company strategy. Specifically, Dana is accountable for developing Philips education and training processes, directing large scale change management, overseeing and instituting the latest learning
technologies, and promoting the importance of learning across Philips.

Prior to being appointed CLO, Dana served as CHRO for Philips Healthcare. In this key senior level HR role, Dana was responsible for all human resources activities for Healthcare’s 37,000 employees, including driving cultural transformation, strategic and operational HR, and building leadership and team capabilities across the Healthcare Sector.

Dana has more than thirty years of human resources experience, primarily in the high tech, semiconductor, and life sciences industries. He has lived in both the US and Europe and has substantial ‘hands-on’ experience working in the Asia-Pacific Region. He joined Philips after more than five years at Analog Devices, a global semiconductor manufacturer, where he served as a senior HR leader for the Strategic Market Segments Group & Worldwide Sales Organization. Prior to Analog Devices, Dana spent fifteen years in various progressive HR roles at Hewlett Packard (HP), and six years in HR at General Electric.

Dana’s passion is helping all forms of organizations achieve success on the people and organizational front. He is passionate about high performance and sees his present role as an opportunity to foster Philips-wide cooperation and collaboration through learning.

Nick van Dam
Ph.D., Global Chief Learning Officer & Client Advisor
McKinsey & Company

Dr. Nick van Dam is an internationally recognized consultant, author, researcher, speaker, and thought leader on Corporate Learning & Leadership Development. In his work at McKinsey, he is responsible for leading learning and leadership development for the firm globally. In this role he provides thought leadership and operational oversight to drive the firm’s broad-based learning agenda for continued innovation and impact. His primary areas of responsibility include shaping a learning agenda that is integrated with the firm’s strategic priorities; delivering world-class learning curricula for pivotal roles; ensuring the application of leading-edge learning approaches including digital learning, operating a world class learning organization, and extending the firm’s external reach and relevance and client impact.

Keenly interested in how individuals learn and develop within organizations, his areas of expertise include setting organizational learning strategy, designing corporate academies, fostering leadership development, pursuing digital learning opportunities, managing learning and talent systems, inspiring social learning, improving performance management, driving change management, and boosting learning innovation. During his career he has worked with over 100 clients globally.

Nick is a visiting lecturer and advisory board member at the University of Pennsylvania/Wharton’s, Chief Learning Officer - Executive Doctoral Program, and Associate Professor of Nyenrode Business Universiteit. He is board member of ICEDR, the world’s
premier network in global talent management, leadership development and strategic change.

As an internationally known thought leader in Human Capital Development, Dr. van Dam has written articles and has been quoted by The Financial Times, Fortune Magazine, Business Week, The India Times, Information Week, Management Consulting, CLO Magazine, and T+D Magazine. He has authored and co-authored over 15 books including Change Compass (2001), the e-Learning Fieldbook (2004), The Business Impact of e-Learning (2005), 25 Best Practices in Learning & Talent Development (2008), Next Learning, Unwrapped (2011), Organization & Management, an International approach (3rd edition, 2015), and ‘YOU! The Positive Force in Change’ (2015). A number of his books have been translated in Mandarin, Portuguese and Dutch. He has received the 2012 ‘Lifetime Learning Leadership Award’ for his contributions to innovation and learning from The MASIE Center, an internationally-recognized think tank focused on workforce education and performance. Under the patrons of the European Parliament Federal Ministry of Education & Research, he received the ‘2013 Leonardo European Corporate Learning Award’ for shaping the future of organizational learning and leadership development. Nick is founder and chairman of e-Learning for Kids, a global non-profit foundation (www.e-learningforkids.org) that provides free digital lessons for underprivileged children who are 5-12 years old. More than 15 million children have been benefitting from the e-lessons since 2005.

Dr. van Dam is a graduate of the Vrije Universiteit van Amsterdam, Bachelor Degree in Education (Economics & Pedagogy), and holds a Master Degree in Organization & Management (Organization Sociology) from the Universiteit van Amsterdam. He earned his Doctorate in Human Capital Development at Nyenrode Business Universiteit, Breukelen, The Netherlands.

Giuseppe Auricchio
Executive Director Learning Innovation Unit
IESE Business School

Giuseppe Auricchio is Executive Director of the Learning Innovation Unit (LIU) at IESE Business School. IESE’s LIU was established in 2013 with the purpose of setting a strategic direction for pedagogical innovation at IESE. As the LIU’s inaugural Executive Director, Giuseppe has been responsible for establishing the unit’s vision and leading its first initiatives - ranging from the development of a MOOC portfolio to the creation of “blended” learning journeys for private communities to the re-design of IESE’s flagship open enrollment executive program using integrated curriculum model.

Prior to his current role, Giuseppe was Director of Custom Programs at IESE Business School. During 5 years, Giuseppe led a multi-cultural team responsible for the design and delivery of management and leadership development experiences with partner organizations around the world. Giuseppe led this activity across the school’s centers in Barcelona, New York and Munich, and his tenure coincided with a rapid, sustained expansion of IESE’s portfolio of
international clients, which resulted in 20% annual growth in revenues.

Giuseppe started his career at Deutsche Bank, working in the institution’s financial derivatives trading division first in NY and then in London. Giuseppe later acquired experience in international sales and project management, working for a media agency involved in the development of special advertising sections - a role which brought him to lead teams in more than 8 countries across 4 continents, and negotiate complex sales with leading government and business representatives.

Giuseppe holds a Bachelor of Science (BSc) from Georgetown University, a Master in Business Administration (MBA) from London Business School and a Doctorate in Education (EdD) from the University of Pennsylvania (Penn CLO Program). Giuseppe’s doctoral work focused on the use of blended learning in executive leadership development programs. For his work, Giuseppe investigated the opinions and practices of 42 senior learning and development professionals in flagship global companies.

Giuseppe is Italian, and lives in Barcelona with his wife and 2 children.

Merci

**Thierry Bonetto**
Group Learning & Development Director and Global Head Danone Academy Danone

Thierry Bonetto joined Danone Group after 11 years of consulting experience in organisation development, human resources strategy, and change management. As part of Danone HR corporate, he has led global initiatives such as the design and implementation of the people evaluation and development process, and a worldwide program to attract & develop talent, including the launch of tools such as 360°, coaching, and leadership development programs. More recently, he has led the design of the new leadership model for Danone, and the program to develop 15,000 Team leaders based on this model.

Today, he is the head of learning and development for Danone worldwide, and is in charge of running the Danone corporate university – and its distinctive model named Danone Campus - and overseeing its leadership and management development programs.

**Abu Bundu-Kamara**
Director of Diversity & Inclusion, EMEA and APAC Pearson

Abu Bundu-Kamara is the Director for Diversity and Inclusion at Pearson, the world’s leading learning company, they provide a range of education products and services to institutions, governments and direct to individual learners. Pearson employs over 40,000 people in more than 80 countries.
Abu joined Pearson in March 2003. As Director of Diversity & Inclusion he leads the strategic development and implementation of the organisation’s Diversity and Inclusion strategy for the EMEA & APAC regions that is aligned to the business. He is responsible for the strategic direction Pearson takes with regards to its commitment to diversity and inclusion; broadly focusing on recruitment, engagement, inclusive leadership and embedding D&I into how Pearson runs its business and thinks about its People, advising lines of business on equality and HR related matters, as well as communicating all diversity and inclusion plans effectively. Abu is a senior HR executive with more than fifteen years’ experience in business and human resource management.

In addition to his role at Pearson, Abu is a member of the Advisory Board for the Diversity in Publishing Network (DIPNET). He chairs a UK Network for Diversity Practitioners and speaks regularly at conferences on the topic of inclusion. In 2011, Abu joined the board of Wasafiri - Britain’s premier magazine for international contemporary writing. Published quarterly, it has established a distinctive reputation for promoting work by new and established diverse writers across the globe.

Lily Cushenbery
Affiliate Faculty with Penn State Executive Programs and the Leadership and Innovation Laboratory
Penn State

Dr. Lily Cushenbery is an Affiliate Faculty with Penn State Executive Programs and the Leadership and Innovation Laboratory at Penn State. Her work in leadership, innovation, and conflict applies science-based approaches to practical organizational problems. Her research focuses on 1) the process by which leaders overcome failures and 2) the dynamics of innovative teams. Her primary research examines the consequences of leader mistakes and mistake recovery on leader-follower relationships. Her innovation research includes constructs such as team member influence, team climate, and malevolence. Dr. Cushenbery’s consulting clients include the North Atlantic Treaty Organization (NATO), Del Monte Foods, PNC Bank, and both US and UK government defense agencies. Dr. Cushenbery was a Post Doctoral Research Fellow at the International Center for the Study of Terrorism, where she studied the process of terrorist de-radicalization for a grant from the Office of Naval Research.

Dr. Cushenbery is an Assistant Professor of Management at Stony Brook University and the director of the Leadership & Creativity Research Lab. She holds a Ph.D. in Industrial-Organizational Psychology from Penn State University and a B.A. in Psychology from California State University, Fresno. For more information, please visit www.theLCLab.com.
Jonathan Donner
Vice President Learning and Capability Development
Unilever

Jonathan Donner is the Vice President Learning and Capability Development
Unilever PLC, one of the world’s leading suppliers of fast moving consumer
goods across the Foods and Home & Personal Care categories. His responsibilities include:
designing and delivering global senior leadership and talent programmes through Unilever’s
“Four Acres” Leadership Centres in London (and more recently Singapore).

Jonathan has held a range of major development roles in significant global businesses,
including heading Leadership Development at Philip Morris/Altria, at that time an $80 billion
business with 170,000 employees; and later in the same role for Marks and Spencer in the
UK. He joined Unilever at the end of 2005 as the Vice President Global Learning, with a focus
on leading one of the largest learning outsourcing projects of its kind, later expanding his
responsibilities to cover other talent and leadership areas.

Jonathan returned to the UK in 2014 after a year-long assignment in Singapore to establish
Unilever’s second, global “Four Acres” Leadership Centre. Four Acres’ offerings and its world-
class, state-of-the-art, 55-bedroom campus, is enhancing Unilever’s talent development
capabilities in Asia, while creating a truly global (London/Singapore) leadership resource. The
site was officially opened on 28 June by the Prime Minister of Singapore, Lee Hsien Loong.

James Henderson
Professor of Strategic Management
IMD

James Henderson is Professor of Strategic Management at IMD. Prior to
joining IMD, he was an Associate Professor of Strategic Management at
Babson College and Babson School of Executive Education, based in Boston, MA.

Professor Henderson helps companies achieve and sustain their competitive advantage
either at a business unit, corporate or global level through directing custom specific
executive programs, facilitating strategy workshops, or teaching MBAs and executives. While
at Babson and IMD, he has designed, delivered and/or directed programs for a number of
companies in a variety of different industries including healthcare: Serono, UCB Pharma,
Novartis, Blue Cross Blue Shield; capital intensive industries; OMV, UPM Kymmene, Metso;
professional and financial services: Deloitte, Royal Bank of Scotland, Zurich Financial Services;
high technology: EMC, France Telecom, Battelle Memorial Institute; consumer products:
Estée Lauder, Carlsberg and economic development agencies: Scottish Enterprise.

James Henderson’s main research interest concerns developing and implementing strategy
under uncertainty. Specific topics include piloting (an emerging research interest),
investment timing, corporate entrepreneurship and supply chain competitiveness. Professor
Henderson has published several important articles on investment timing in the Strategic Management Journal and Academy of Management Journal. He has also authored numerous papers on supply chain and cluster competitiveness including one in the Strategic Management Journal. Many of his ideas have been incorporated in the 2005 Strategic Management Society Book Series, titled Restructuring Strategy, co-edited with Professor Karel Cool, INSEAD and René Abate, Boston Consulting Group. In the area of corporate entrepreneurship, his research has appeared in Management Decision (best paper for 2008), Frontiers of Entrepreneurship and Journal of Business Venturing, leading research journals in the field.

Professor Henderson has also developed over 30 published IMD, INSEAD and Babson cases, of which one, Heineken Buckler Beer, won the Best Selling Case in Europe. Furthermore, he sits on the Editorial Board of the Strategic Management Journal as well as the Annual Conference on Corporate Strategy.

In addition to his PhD in Strategic Management at INSEAD, France, he holds an MBA and undergraduate degree in Economics and French from the University of Western Ontario in Canada.

**Linda Irwin**
Senior Client Director
London Business School

Linda is a Senior Client Director at London Business School where she is responsible for the overall client relationship, and leads the team that designs, delivers and evaluates the programme. Linda is also a qualified accredited Executive Coach.

Linda has also recently served as a judge on the panel of the EFMD to assess impact in executive education.

Linda has spent the last twelve years working with a wide range of organisations to develop individual and organisational capability to ensure sustainable competitive advantage. Previously, Linda was a member of the Senior Leadership Team at Henley Business School. During her eight years in that role, Linda worked with clients across a range of sectors to interpret their business challenges in order to develop them into high impact learning interventions. Prior to joining the executive education sector, Linda held several senior roles at Habitat, the European household furnishings retailer, where she reported into the Executive Board.

**Samantha King**
Executive Leadership and Organisational Development Specialist
Standard Chartered Bank

Sam is responsible for the creative design and delivery of the executive
programmes offered to the top 300 leaders at Standard Chartered Bank. Sam is also a dedicated executive coach and facilitator of key executive leaders and their teams.

Sam’s 25 years of experience includes BP and being an associate for Dialogos, working in a range of banking, aerospace, petrochemicals, oil & gas sectors, working in both manufacturing & executive environments. Sam offers a unique expertise in JV & divestment projects integrating cross cultural leadership teams, such as TNK-BP Russia. With a reputation for creating sustained behaviour change interventions with diverse leaders and teams that make strategic business sense, Sam builds trusting relationships and a climate to ensure a healthy balance of challenge and safety. She is passionate about the value of dialogue for collective intelligence, cultural effectiveness, inclusive leadership, diversity mutual mentoring, feedback, appreciative inquiry & facilitation.

Sam has a psychology degree and business HR background with Chartered Fellowship of the UK’s CIPD, and as an accredited Ashridge executive coach. Sam enjoys creating unusual active learning experiences with the family of 4 children, including travel so far around India, US, and Africa.

Michael Malefakis

Associate Dean Executive Education
Columbia Business School

Mike Malefakis joined Columbia in November 2010 and has been leading a transformation of Columbia’s 60 year old executive education program into a learning solutions provider that incorporates new technologies and works with clients to build digital learning and development tools. After two decades with leading business schools, Mike is passionate about the opportunity we now have to build new blended solutions that incorporate both in-person and digital connective learning tools.

Prior to joining Columbia, Mike was Director of Executive Education at The University of Chicago Booth School of Business. For nearly 12 years, he was a senior member of the team that grew The University of Chicago Executive Education from a start-up to an industry leader. He helped recruit and develop senior staff as well as launch successful executive education programs to Chicago’s Barcelona, Singapore, and London campuses.

Before joining the University of Chicago in 1999, Mike was Director of Executive Education at INCAE in Costa Rica from 1996-1999. He started in the field of Executive Education as an Assistant Director at the University of Michigan, where he ran the senior management programs as well as the school’s first international joint venture with IESE. He served on the board UNICON, the international consortium of executive education providers, from 2006 – 2012, including a term as Chairman of the board.

Prior to becoming involved in Executive Education, Mike was a project manager and later a general manager for economic development projects focused on strengthening small
enterprise and micro-finance programs in Latin America. He worked with CARE, Catholic Relief Service and PACT (Private Agencies Collaborating Together) in Peru, Guatemala, and El Salvador. He also worked as a consultant for the World Bank’s External Affairs division.

Mike received a Master in International Affairs from Columbia University and a BA in economics from the University of Michigan. Mike is married and has two children. He enjoys bicycle touring, cooking, and traveling in his free time.

Lauren Noël
Director Talent Management Initiatives
ICEDR

Lauren Noël is the Director Talent Management Initiatives at the International Consortium for Executive Development Research (ICEDR), which is a global HR academy for more than 40 world-class companies and 25 exemplary business schools.

Lauren is an active researcher and writer. Lauren’s current research focuses on organizational strategies to help millennial women advance. Her publication, ‘Taking Charge’, details leadership lessons from 60 top women executives. She is the author of ‘How Women Take Charge of their Careers’ (Business Strategy Review, Autumn 2014), co-author of ‘What Executives Really Need to Know About Employee Engagement’ (Accenture Institute for High Performance, 2011) and the author of ‘Talent Management Takes Action’ (ICEDR, 2011). Her work has been featured in Forbes, Business Strategy Review, the HBR Blog Network, Elle, Boston.com, Diversity Executive, and others.

Prior to working at ICEDR, Lauren was with the Young Presidents’ Organization (YPO), a CEO network for 20,000 CEOs. In that role, she coordinated over 60 leadership development programs for CEOs and their families. Prior to joining YPO, Lauren worked at Harvard Business School, where she partnered with faculty and staff to manage Executive Education programs for global business leaders.

In 2013, Lauren was named an Emerging Leader by the Boston Business Journal. She holds an MBA from the MIT Sloan School of Management and a BA in Economics from Middlebury College.

JoEllyn Prouty McLaren
Chief Executive Officer, Executive Education
Cass Business School

A “prac-ademic” (practitioner + academic) in virtual learning and executive education, JoEllyn leads organisations to understand and overcome the cultural barriers to building a learning organisation and achieving business impact. Her most recent research explored the role of organisational culture in adopting technology for learning. Having lived and worked in various countries across five continents over the last 15
years, including Singapore, she brings a truly global perspective to integrating and leveraging technology, people and organisations to achieve their potential.

JoEllyn has held senior positions with CorpU, LBS, and Chicago Booth – before taking up her current role. She has also worked as global business consultant, providing expert organisational insight to achieve business impact. JoEllyn is a recognised public speaker and learning facilitator, with a focus and specialist expertise in learning development, employer brand, employee engagement, as well as application of progressive blended learning approaches in the workplace. She holds an Ed.D. and MSc. In learning leadership from University of Pennsylvania, an M.B.A. from Chicago Booth and a B.A. In French and Foreign Service from Baylor University.

Lynn Rasmussen
Head of Group Talent
Westpac

Lynn Rasmussen is an HR Talent Management and Leadership specialist, with over 30 years of experience. She is currently the Head of Group Talent at Westpac Group. Lynn joined Westpac as a graduate, commencing in retail banking and business development before forging a career in executive development and talent management.

Since 1999, Lynn has held senior roles in executive development, talent and leadership and including most recently head of Executive Talent for the Westpac Group. In this role, Lynn was responsible for talent management for the top two layers of the organisation, designing and facilitating leadership development programs, supporting top team effectiveness and culture, and the development of Westpac’s critical experiences framework.

In her current role as Head of Group Talent, Lynn has responsibility for enterprise wide Talent strategy, talent innovation, and talent review processes for the top three layers of the Westpac Group. In 2012, Lynn was a member of a team named as the winner of the Wayne Cascio Award for Organisational Development and Leadership at the AHRI awards.

Lynn holds a Bachelor of Arts and Diploma of Education (Macquarie University). She has participated in various Strategic HR and Executive Coaching programs at the Australian Graduate School of Management (AGSM); and the Stanford Business School Talent Summit. She is a member of AHRI and has numerous leadership assessment accreditations.

Mark Roberts
Associate Dean Executive Education
INSEAD

Mark is currently Associate Dean of Executive Education at INSEAD. Prior to joining INSEAD his career has spanned marketing roles at L’Oréal, Strategy
Consulting positions at Gemini Consulting and at Accenture and he was the lead Associate at Penhela Associates, a London-based recruitment and training firm. Mark has been at INSEAD for 6 years. He is a member of the school’s executive committee and has global responsibility for running INSEAD’s executive education activities.

Megan Rutter
Human Resources Director, Strategic Services
Westpac

Megan Rutter is a Human Resources specialist, with over 20 years of experience gained across multiple industries and countries. She is currently the Human Resources Director, Strategic Services – Enterprise HR Strategy & Services, at Westpac Group.

In 2011 Megan joined Westpac’s Australian business in Westpac Retail & Business Banking (WRBB) as Human Resources Director. As part of leading the WRBB HR Strategy, Megan was responsible for re-launching Best Banker, a market-leading people capability-building strategy that won three prestigious national industry awards during 2014 – the AB+F Award for Best Career Development Program, Employer of the Year in the Australian Training Awards, and the Marshall Goldsmith Award for Talent Development at the AHRI Awards. Also in 2014, Megan was named as the winner in the ‘Innovation’ category in Westpac’s Women of Influence Awards.

Megan’s history with Westpac Group started in 2008 when she took a position to lead the HR team for New Zealand’s Retail, Private, Wealth & Insurance and Health & Safety Group. While with Westpac NZ, she led the development and delivery of the overall HR Strategy for the business. Megan also completed large programs of work that resulted in significant cost reductions, organisational change and streamlined process.

Megan joined Westpac from Vodafone NZ where she led the team responsible for providing HR services to the Marketing, Sales and Customer Care teams. Whilst with Vodafone, she developed and delivered an off-shoring strategy.

Her additional international experience includes: Lead HR Business Manager for the Marketing, Capability & Innovation, Strategy, Devices and Asia business groups for O2 UK Telefonica. During the three years she held this position she was responsible and accountable to three Directors on the O2 UK board from an HR strategic and implementation. An HR role with BBC Worldwide preceded the O2 position.

Megan began her career with New Zealand’s second largest (at the time) company Carter Holt Harvey which employed 13,000 people across Australasia. She remained with CHH for six years. Her final post at CHH was Head of HR for Oxygen Business Solutions.

Megan holds a Bachelor of Commerce (Hons) with HR and Marketing Majors. She is a graduate of the Mt Eliza Business School (Strategic HR) and the prestigious Hilary Leadership
Program and is HRINZ qualified.

Heraldo Sales-Cavalcante

Director Strategic Analysis, Head of Learning and Development, GF Strategy Ericsson

Heraldo joined Ericsson in 1997 and for the past few years he has focused on the areas of Strategy, Competitive Intelligence and Executive Development. Since 2013 he has been responsible for learning & development for all Strategy professionals at Ericsson. He is passionate about the intersection of learning and strategy as well as supporting the company to spot new trends and market opportunities before anybody else. Another area of special interest is collaboration and use of modern technology to facilitate learning.

Jack Tabak

Executive Vice President Learning and Organisational Effectiveness Shell

Jack joined Shell in 1989, as HR advisor in NAM, with a degree from the Agricultural University Wageningen in Sociology and Business Administration. After 4.5 years in NAM he moved to Muscat to become the HR manager of Shell Marketing Oman. It was 4 years later that Jack returned to NAM as Head of ER/IR (covering union negotiations, staff council, HR policy and remuneration matters). In 2001 he became the first HR manager of the newly created Shell Energy Europe, part of Gas and Power in The Hague. Shortly thereafter Jack joined Shell Global Solutions as their VP HR. At the end of 2005 he became VP HR for EP Europe covering all upstream activities in Europe. In July 2009, Jack was appointed EVP Human Resources for Projects & Technology, based in Rijswijk, The Netherlands. Recently Jack was appointed as EVP HR Learning and OE, based in The Hague.

Jack is 51, married to Liane and has 2 daughters, Imke and Fiona, age 19 and 17.

Rob Theunissen

Principal and Leader of McKinsey’s Organization Practice in Northern Europe McKinsey & Company

Rob Theunissen is a Principal in the Amsterdam Office of McKinsey & Company. He has a special affinity for business transformation and leading change. Since joining McKinsey, he has been serving clients across several industries, but primarily High Tech and Consumer goods (Beverages, Food, Baby Food, Home & Personal care) and is a Leader in McKinsey’s European Organization Practices with a focus on Transformational Change.

Rob’s key experiences include (selection):
- Leading global end-to-end business transformation of highly diversified high tech
company, building and implementing a radically new – integrated – operating model across 40 business and 17 markets. He was seconded full time to this client for 2,5 years as End2End Transformation leader reporting to the CEO and built a global team of 100+ business transformers driving the change program across the globe.

- Leading a culture change program at global sports apparel player through a ~top 800 leadership program as an integrated part of a new 5 year strategy, facilitating leadership workshops with board and commercial executive team and coaching individual leaders
- Leading a turn-around of a midsize Food company in Hungary, working with the CEO and leadership team to develop and execute the rescue plan for this company saving cash position and secured break-even within 6 months
- Leading the development of new supply chain strategy and a 3 year full end-to-end business transformation program across 16 countries covering supply chain and commercial effectiveness of global beverage player in Central/Eastern Europe
- Leading a business performance improvement program for a large CPG company across 3 divisions in Europe covering commercial effectiveness, overhead effectiveness and portfolio optimization with a special focus on lean operations

Prior to joining McKinsey, Rob was a consultant focusing on achieving manufacturing excellence.

Rob has a MsC in mechanical engineering from Eindhoven University of Technology. He also holds an MBA from INSEAD and is an experienced coach / facilitator (Newfield).

**Ronald van Weegen**

Global Head of Learning & Development
Rabobank

Ronald van Weegen is Global Head of Learning & Development at Rabobank. He is responsible for Professional training and development for all position levels within the bank and is a member of the corporate HR Rabobank Management Team. He also focuses on Leadership Development, Talent Management Development, the Corporate Management Trainee Programme, Interim Management, MD Policy & Systems and Executive education for directors. This includes the group wide Culture Transformation Programme Culture Collective. Ronald joined Rabobank in 2008. Previously he worked at Eureko Achmea, Comendium Group and Randstad Holding in senior management roles. He holds a law degree from Radboud University Nijmegen in the Netherlands. Additionally, Ronald specialized in Human Resources and leadership and completed, a.o. the Advanced Human Resources Executive Program at the Stephan M. Ross School of Business at the University of Michigan in the USA.
Melanie Weaver Barnett
Chief Executive Education Officer
Michigan Ross School of Business

Melanie Weaver Barnett is Chief Executive Education Officer at the University of Michigan’s Stephen M. Ross School of Business. Michigan’s executive education is consistently ranked among the top in the world, offering open enrollment programs in the US, Southeast Asia, the Middle East, and India, and customized programs in multiple locations in the Americas, Asia, Europe, and Africa. Joining Executive Education in 1999 as a Program Director, Melanie later became the Executive Director responsible for customized programs then added responsibility for marketing and business development across all product lines which included open enrollment, customized programs, speakers bureau, coaching, and consulting services.

After completing Michigan’s MBA program in 1991, Melanie served as Management and Organization Development Consultant with Ethyl Corporation, then a Fortune 500 company in Richmond, Virginia. In that role, she led the global performance management strategy and implementation, developed and taught leadership programs for senior executives and high-potentials, and led OD interventions with key units in the corporation. She also worked with EMME Associates, a consulting practice in Richmond, Virginia, playing key roles in marketing, sales, and team development projects for companies in financial services, manufacturing, and retail.

In addition to her MBA, Melanie also earned her undergraduate degree in education at Michigan, where she was an all-American distance runner. In 2007, she was inducted into the university’s Hall of Honor, and in 1993 received its Gerald R. Ford Award, the highest honor given to one former Michigan athlete each year for achievement in academics, sport, and society. She has served as Chair of the board of directors for UNICON (the International University Consortium for Executive Education), served on the board of the Alumni Association of the University of Michigan, and was recently appointed to the University’s Advisory Board for Intercollegiate Athletics.

Please visit www.icedr.org for the complete list of presenters.