

# WIAL

## GLOBAL CONFERENCE

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WORLD  
INSTITUTE  
FOR  
ACTION  
LEARNING

SHANGHAI  
CHINA

October 19-20, 2017

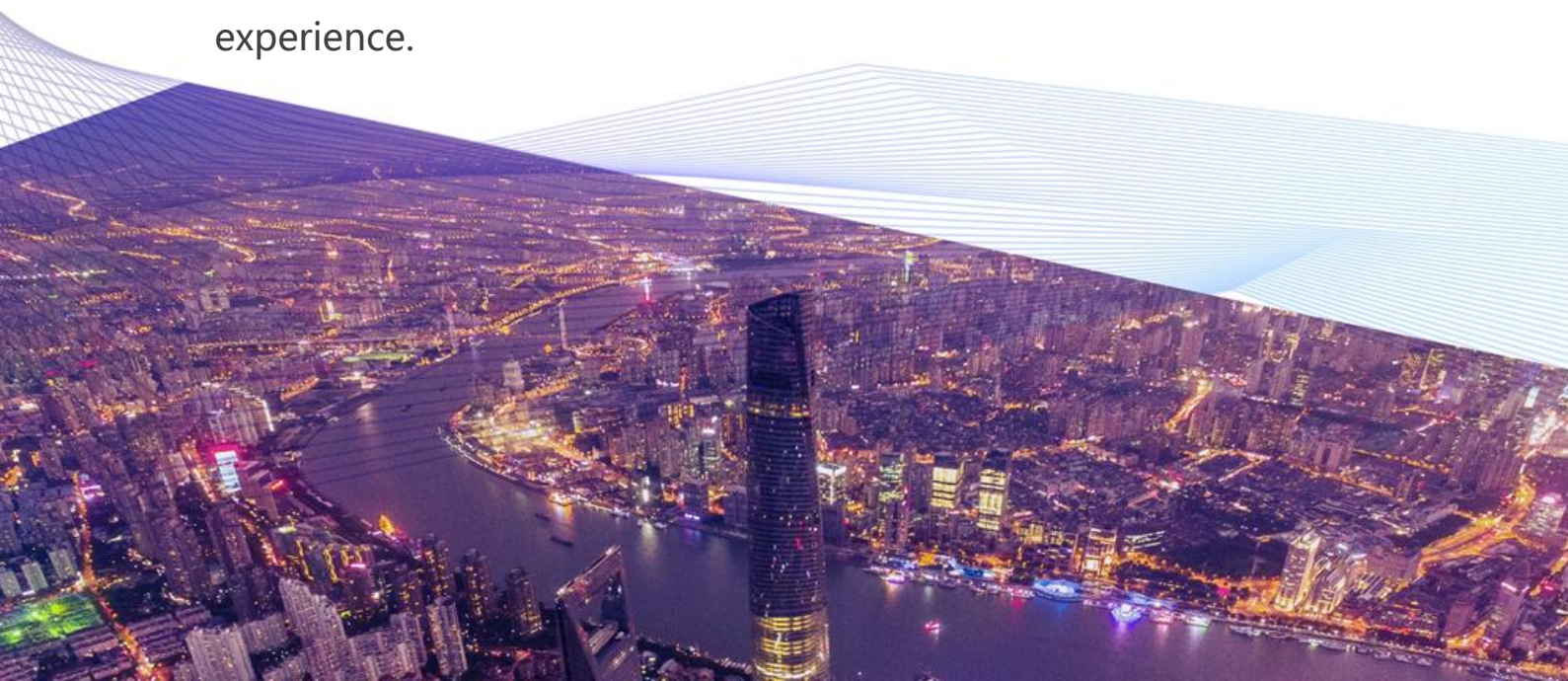


## **"Transformation through Action Learning"**

Chinese enterprises, no matter if they are multinational, state-owned or private are facing unprecedented challenges for survival and growth. Chinese organizations realize that their business needs to transform on the individual, team, and organization levels.

Action Learning is being seriously considered as a tool to facilitate these transformations. The theme for WIAL Global Conference 2017 is "Transformation through Action Learning".

The conference assembles masters from 15 different countries and regions. You will find Professor Michael Marquardt, the founder of WIAL, Dr. Bea Carson, the chairman of WIAL, 8 Master Action Learning Coaches, a dozen of Senior Action Learning Coaches and many veterans of Action Learning, to share their practices and thoughts, which is expected to bring you latest perspectives and experience.



# Speakers



**Prof. Michael Marquardt**  
Co-Founder and first President of WIAL  
Chair, WIAL Advisory Board



**Dr. Bea Carson**  
WIAL Board President  
WIAL USA



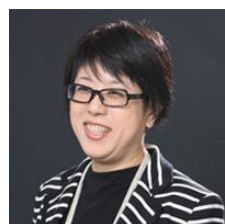
**Dr. Peter Cauwelier**  
WIAL Thailand



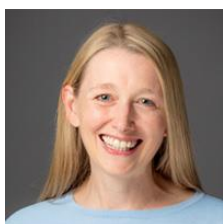
**Peter Kao**  
WIAL China



**Dorothy Tsui**  
WIAL Hong Kong



**Fumiyo Seimiya**  
WIAL Japan



**Shannon Banks**  
WIAL UK



**William Teo**  
WIAL Malaysia



**Verieux Mourillon**  
WIAL Caribbean



**Twan Paes**  
WIAL Netherlands



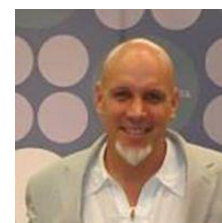
**Ron McLuckie**  
WIAL India



**Paulina Chu**  
WIAL Taiwan



**Marina Mazi**  
WIAL Brazil



**D'Arcy Dornan**  
WIAL Brazil



**Zenith Law**  
WIAL UK



**Prof. Daniel Belet**  
WIAL France



**HJ Tsai**  
WIAL Taiwan



**Prof. KC Chan**  
WIAL Indonesia



**Dr. John Sautelle**  
WIAL Australia



**Jayan Warrior**  
WIAL Singapore

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# Speakers



**Dr. Jessica McWade**  
WIAL USA



**Faz Kamaruddin**  
AirAsia



**Terence Quek**  
Emergenetics APAC



**Dr. Kathleen Kueht**  
CreAction Global Consulting,  
LLC



**Edouard Gruwez**  
ToThePointAtWork



**Zengwang Gu**  
Action Learning Academy  
China



**Lin Lin**  
Shanghai Partner Value  
Management Consulting, Ltd.



**Yu Tong**  
China Grand Enterprises, Inc.



**Popsy Kanagaratnam**  
WIAL USA



**Hans Ploeg**  
WIAL Netherlands



**Makoto Nagata**  
Hitachi Information Academy



**Emmanuel Ossom**  
WIAL Ghana

# Location

## Skyway Pullman Shanghai Hotel



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No.15, Dapu Rd, Luwan District, Shanghai



# Schedule

## Day 1

**Thurs, Oct 19, 2017**

*Global Conference*

## Day 2

**Fri, Oct 20, 2017**

*Global Conference*

**WIAL**

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## 2017/10/19 Schedule

Time	Content
9:00–9:05	<p>Opening Ceremony  <b>Dr. Bea Carson, WIAL Board President &amp; Chairperson</b></p>
9:05–9:55	<p><b><u><a href="#">Prof. Michael Marquardt&gt;&gt;</a></u></b>  <b>Transforming Organizations into Learning Organizations with Action Learning</b></p> <ol style="list-style-type: none"> <li>1. Importance of becoming a Learning Organization</li> <li>2. The five systems of learning organizations</li> <li>3. How action learning builds each system</li> <li>4. Case examples of learning organizations transformed by the power of action learning</li> </ol> <p><b>Take Away:</b></p> <ol style="list-style-type: none"> <li>1. How to build learning organizations by Action Learning</li> <li>2. Cases for reference</li> </ol>
9:55–10:10	<i>Coffee Break</i>
10:10–11:00	<p><b><u><a href="#">Dr. Bea Carson&gt;&gt;</a></u></b>  <b>Transforming Learning and Development with Action Learning</b></p> <ol style="list-style-type: none"> <li>1. With limited budgets and higher expectations – How can employees be successful?</li> <li>2. There are no failures only learning.</li> <li>3. How can we transform culture in this rapidly changing environment?</li> <li>4. Sharing</li> </ol> <p><b>Take Away:</b></p> <ol style="list-style-type: none"> <li>1. Action Learning as a training tool</li> <li>2. Action Learning for culture change</li> </ol>
11:00–11:15	<i>Coffee Break</i>

## 2017/10/19 Schedule

Time	Content	
11:15–12:00	<p><b><u>Mr. Peter Kao&gt;&gt;</u></b>  <b>Paradigm Shifting for Business Transformation through Action Learning</b></p> <ol style="list-style-type: none"> <li>1. Why are people blocked in their paradigm?</li> <li>2. How can the Action Learning coach help people shift the paradigm: identify – question – reframe – transform</li> <li>3. What tools can the Action Learning coach use?</li> <li>4. Real case sharing</li> </ol> <p><b>Take Away:</b></p> <ol style="list-style-type: none"> <li>1. Paradigm shifting process and tools</li> <li>2. Cases for reference</li> </ol>	
12:00–13:15	<i>Lunch</i>	
13:15–14:05	Hall <b>1</b>	<p><b><u>Dr. Peter Cauwelier&gt;&gt;</u></b>  <b>Building High-Performance Teams through Action Learning</b></p> <ol style="list-style-type: none"> <li>1. What is team psychological safety and why is it critical for team performance ?</li> <li>2. What impacts team psychological safety and how can you further develop it?</li> <li>3. What is the impact of Action Learning on team psychological safety ?</li> </ol> <p><b>Take Away:</b>  A framework to help you design development programs that will develop team psychological safety</p>



## 2017/10/19 Schedule

Time	Content	
13:15–14:05	Hall 2	<p><a href="#"><u>Mr. Twan Paes&gt;&gt;</u></a>  <b>Organizations Need a Good Balance in Leadership, Management and Coaching. Action Learning is about the Upperstream and the Undercurrent</b></p> <ol style="list-style-type: none"> <li>1. In 2017 the puzzle makes room for the actual problem!</li> <li>2. What is the difference between the upperstream and the undercurrent?</li> <li>3. Which roles does an organization need to solve the problem?</li> <li>4. European cases</li> </ol> <p><b>Take Away:</b></p> <ol style="list-style-type: none"> <li>1. Insights in leadership</li> <li>2. Cases for reference</li> </ol>
	Hall 3	<p><a href="#"><u>Mr. John Sautelle&gt;&gt;</u></a>  <b>Solving Intractable Change problems through Action Learning</b></p> <ol style="list-style-type: none"> <li>1. Understanding "Adaptive Change challenges"</li> <li>2. How to use a collective "Immunity to Change™" process within the Action Learning process to get to the bottom of the problem and identify "safe to fail" actions – illustrated through a real case study</li> </ol> <p><b>Take Away:</b></p> <ol style="list-style-type: none"> <li>1. How to apply this process in your organisation</li> <li>2. Ideas for how to use different processes within the Action Learning process</li> <li>3. Immunity to Change™ Model</li> </ol>
	Hall 4	<b>To Be Update</b>
14:05–14:20	<i>Coffee Break</i>	

## 2017/10/19 Schedule

Time	Content	
14:20–15:10	Hall 1	<p><a href="#"><u>Mr. William Teo &gt;&gt;</u></a>  <b>The Effectiveness of Action Learning Coaching: A Focus on Personality in Leadership Development</b></p> <ol style="list-style-type: none"> <li>1. What are leadership competencies?</li> <li>2. Personality traits and leadership</li> <li>3. How can the action learning help in personality and leadership development?</li> <li>4. Some results from collaborative research with Dr Sridar of University Putra Malaysia and Dr Siow from Heriott Watt University</li> </ol> <p><b>Take Away:</b></p> <ol style="list-style-type: none"> <li>1. Personality traits in leadership development</li> <li>2. Applied learning in AL for reference</li> </ol>
	Hall 2	<p><a href="#"><u>Ms. Dorothy Tsui &gt;&gt;</u></a>  <b>Action Learning in Strength-based Organizations – fostering people &amp; organization development based on collective strengths</b></p> <ol style="list-style-type: none"> <li>1. Dive into the "Positive" trend – unleash the power of Action Learning when problem-solving is out of scope</li> <li>2. Action Learning and OD – Identify projects that are derived from and will contribute to the whole-system</li> <li>3. Case studies in South East Asia and Greater China regions</li> </ol> <p><b>Take Away:</b></p> <ol style="list-style-type: none"> <li>1. A proven strength-based model for Action Learning projects</li> <li>2. Cases for reference</li> </ol>
	Hall 3	<p><a href="#"><u>Dr. Kathleen Kueht &gt;&gt;</u></a>  <b>How Action Learning Can Contribute to Leadership Development and the Participants' Experience of Transformative Learning</b></p> <ol style="list-style-type: none"> <li>1. Action learning can accelerate and foster leadership development and transformative learning</li> <li>2. What are some of the obstacles to create sustainable change?</li> <li>3. What are some of the lessons learning as an AL coach?</li> <li>4. Action learning can create a supportive environment for participants to learn from each other</li> </ol> <p><b>Take Away:</b></p> <p>How to create the context and why action learning is a catalyst and can foster leadership development and individual learning</p>



## 2017/10/19 Schedule

Time	Content	
14:20–15:10	Hall 4	To be Updated
15:10–15:25	Coffee Break	
15:25–16:15	Hall 1	<p><a href="#">Ms. Shannon Banks&gt;&gt;</a></p> <p><b>The Value of a Coaching Culture: Building Social Leadership Skills to Thrive in a Modern Workplace</b></p> <ol style="list-style-type: none"> <li>1. How leadership requirements are changing in a digital world?</li> <li>2. What skills and behaviours are needed to thrive in a modern workplace?</li> <li>3. How to create a coaching culture through Action Learning can help develop these skills?</li> </ol> <p><b>Take Away:</b></p> <ol style="list-style-type: none"> <li>1. Self assessment around social leadership behaviours</li> <li>2. New ways of thinking about Action Learning's benefits</li> </ol>
	Hall 2	<p><a href="#">Mr. Verieux Mourillon&gt;&gt;</a></p> <p><b>Public Sector Transformation Driven by Action Learning</b></p> <ol style="list-style-type: none"> <li>1. What makes Public Sector transformation so difficult?</li> <li>2. How can the Action Learning Coach help people overcome the hurdles to transformation?</li> <li>3. Real-life cases of transformation through Action Learning</li> </ol> <p><b>Take Away:</b></p> <ol style="list-style-type: none"> <li>1. Transformation tools and process guidelines</li> <li>2. Cases for reference</li> </ol>

## 2017/10/19 Schedule

Time	Content	
15:25–16:15	Hall 3	<p><a href="#"><u>Prof. Daniel Belet &gt;&gt;</u></a>  <b>Renovating and Enhancing the impact of Management Education with Action Learning</b></p> <ol style="list-style-type: none"> <li>1. What are some major challenges of today's management education ?</li> <li>2. Why Action Learning offers a new and more efficient approach of people management learning and leadership development ?</li> <li>3. How Action Learning can develop participant's leadership skills and more creative and learning teams ?</li> <li>4. Business school Action Learning experiences sharing</li> </ol> <p><b>Take Away:</b></p> <ol style="list-style-type: none"> <li>1. New Action Learning based management education and leadership development programs</li> <li>2. Counsels to succeed in implementation of such Action Learning programs</li> </ol>
	Hall 4	To be Updated



## 2017/10/19 Schedule

Time	Content	
16:15–16:30	<i>Coffee Break</i>	
16:30–17:20	Hall 1	<p><a href="#"><u>Mr. Ron McLuckie&gt;&gt;</u></a>  <b>A Highly Successful Action Learning Case Study</b></p> <ol style="list-style-type: none"> <li>1. Company background and desired future state</li> <li>2. Measurable results achieved over 16 months</li> <li>3. How we applied Action Learning</li> <li>4. What worked well, what could we have done better &amp; what did we learn?</li> </ol> <p><b>Take Away:</b></p> <ol style="list-style-type: none"> <li>1. Lessons learned from a successful Action Learning OD project</li> <li>2. Useful Action Learning &amp; OD tips</li> </ol>
	Hall 2	<p><a href="#"><u>Mr. Hans Ploeg&gt;&gt;</u></a>  <b>Effectivity in education will grow through Action Learning</b></p> <ol style="list-style-type: none"> <li>1. Why do we go to action instead of looking behind the problem?</li> <li>2. How can the action learning coach help teachers and children to be more effective and take away an important part of the workload</li> <li>3. What tools can the action learning coach use</li> <li>4. Real case sharing</li> </ol> <p><b>Take Away:</b></p> <ol style="list-style-type: none"> <li>1. Practiced tools for AL coach</li> <li>2. Real case sharing</li> </ol>
	Hall 3	To be Updated
	Hall 4	To be Updated
17:20–17:30	<i>WIAL Annual Awards: Honor the best practice &amp; research</i>	

# 2017/10/20 Schedule

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Time	Content	
9:00–9:50	Hall 1	<p><a href="#"><u>Prof. Michael Marquardt&gt;&gt;</u></a>  <b>Master Action Learning Demo I</b></p> <ol style="list-style-type: none"> <li>1. Ready: How to form an AL group?</li> <li>2. Question: What kind of questions could be dealt with AL?</li> <li>3. Process: AL coaching Demo</li> <li>4. Answering: Problems in the process</li> </ol> <p><b>Take Away:</b></p> <ol style="list-style-type: none"> <li>1. AL coaching skills demonstrated</li> <li>2. Real experience of AL</li> </ol>
	Hall 2	<p><a href="#"><u>Mr. Zenith Law&gt;&gt;</u></a>  <b>Changing the Change through Action Learning</b></p> <ol style="list-style-type: none"> <li>1. Changing the change</li> <li>2. Action learning in the spiral of inquiry</li> <li>3. When West meets East</li> <li>4. Curoosity as a driver for change</li> </ol> <p><b>Take Away:</b></p> <ol style="list-style-type: none"> <li>1. Paradigm shifts</li> <li>2. Ancient Chinese wisdom</li> </ol>
	Hall 3	<p><a href="#"><u>Ms. Marina Mazi&gt;&gt;</u></a>  <b>Future of Work and Action Learning</b></p> <ol style="list-style-type: none"> <li>1. How Action Learning can help leaders in a VUCA world?</li> <li>2. What are the main characteristics and trends for the work?</li> <li>3. What is a Person-Centred Approach?</li> <li>4. What is the relationship between PCA, Action Learning and the future of work?</li> <li>5. How Action Learning can shape the leader of 22nd century?</li> <li>6. Real case sharing</li> </ol> <p><b>Take Away:</b></p> <ol style="list-style-type: none"> <li>1. How Action Learning helps future leaders</li> <li>2. Person-Centered approach, Action Learning and the future of work</li> <li>3. Cases for reference</li> </ol>
	Hall 4	<b>To be Updated</b>



## 2017/10/20 Schedule

Time	Content	
9:50–10:05	<i>Coffee Break</i>	
10:05–10:55	Hall 1	<p><a href="#"><u>Prof. Michael Marquardt &gt;&gt;</u></a>  <b>Master Action Learning Demo II</b></p> <ol style="list-style-type: none"> <li>1. Ready: How to form an AL group?</li> <li>2. Question: What kind of questions could be dealt with AL?</li> <li>3. Process: AL coaching Demo</li> <li>4. Answering: Problems in the process</li> </ol> <p><b>Take Away:</b></p> <ol style="list-style-type: none"> <li>1. AL coaching skills demonstrated</li> <li>2. Real experience of AL</li> </ol>
	Hall 2	<p><a href="#"><u>Mr. HJ Tsai &gt;&gt;</u></a>  <b>How HRD professional can develop the organization through Action Learning?</b></p> <ol style="list-style-type: none"> <li>1. What's HRD's role in developing organization?</li> <li>2. Transforming a mediocre team to an effective team (Organizational Development)</li> <li>3. Transforming a high potential to an effective leader (Talent Development)</li> </ol> <p><b>Take Away:</b></p> <ol style="list-style-type: none"> <li>1. Structures of organization development and talent development projects</li> <li>2. Cases for reference</li> </ol>
	Hall 3	<p><a href="#"><u>Mr. Terence Quek &gt;&gt;</u></a>  <b>Empowering Action Learning With Emergenetics (Winner of WIAL Innovation Award 2015)</b></p> <ol style="list-style-type: none"> <li>1. In 2015, Emergenetics APAC won the WIAL Action Learning Innovation Award for combining Emergenetics with Action Learning</li> <li>2. What is Emergenetics and why are Action Learning Coaches using it with their Action Learning Projects?</li> <li>3. What frameworks and templates are there to empower Action Learning and how do companies easily integrate them with Action Learning?</li> </ol> <p><b>Take Away:</b>            Frameworks and templates for integrating Emergenetics with AL</p>

## 2017/10/20 Schedule

Time	Content	
10:05–10:55	Hall <b>4</b>	<b>To be Updated</b>
10:55–11:10	<i>Coffee Break</i>	
11:10–12:00	Hall <b>1</b>	<p><b><a href="#">Dr. Bea Carson &gt;&gt;</a></b>  <b>Coaching for Transformation</b></p> <ol style="list-style-type: none"> <li>1. Future positive coaching</li> <li>2. Neuroscience of coaching</li> <li>3. Transforming teams through Action Learning coaching</li> <li>4. Examples</li> </ol> <p><b>Take Away:</b></p> <ol style="list-style-type: none"> <li>1. Coaching tips for transformation</li> <li>2. Advanced Coaching practice</li> </ol>
	Hall <b>2</b>	<p><b><a href="#">Mr. Zengwang Gu</a></b></p> <p>Latest information will be updated on  <b><a href="#">2017 WIAL Global Conference &gt;&gt;</a></b>  Please click to learn more.</p>
	Hall <b>3</b>	<p><b><a href="#">Ms. Paulina Chu &gt;&gt;</a></b>  <b>Sharing the 3-year Transformation Journey to Catalyze "Leaders to Build Leaders" at MSI (Micro-Star Intl.)</b></p> <p>In 2016, this "MSI Building a Value-based Culture" project received both the WIAL Best Business Practice award and the IAF FIA (Facilitation Impact Award).</p> <ol style="list-style-type: none"> <li>1. Introducing and deepening AL in this large, complex organization.</li> <li>2. Using AL to build leaders and sustain growth.</li> <li>3. Interventions in addition to AL.</li> </ol> <p><b>Take Away:</b></p> <ol style="list-style-type: none"> <li>1. Understand this 3 year case and design</li> <li>2. Explore AL's power to build leaders' capabilities and sustain business growth</li> </ol>



## 2017/10/20 Schedule

Time	Content	
11:10–12:00	Hall <b>4</b>	<b>To be Updated</b>
12:00–13:15	<i>Lunch</i>	
13:15–14:05	Hall <b>1</b>	<p><a href="#"><u>Prof. KC Chan&gt;&gt;</u></a>  <b>Project-based Action Learning for Accelerated Transformation: Case Analysis of Three Leading MNEs (Japanese, Canadian, Indonesian)</b></p> <p>The presentation covers the need for converting a strategy into a prioritized pipeline of programs and projects to achieve both optimization and utilization of resources and achieve the supreme productivity performance of being faster, better and smarter than competitors. Thus, the prime lesson learnt is that Action Learning should permeate the whole organization from strategic to business to operations to achieve accelerated transformation in organizational culture from good to great. The three leading MNEs (multinational enterprises) are:</p> <ol style="list-style-type: none"> <li>1. Okuma Corporation (Japan)</li> <li>2. Husky (Canada)</li> <li>3. Sinar Mas Group (Indonesia)</li> </ol> <p><b>Take Away:</b></p> <ol style="list-style-type: none"> <li>1. Framework for project-based Action Learning</li> <li>2. Holistic thinking for accelerated learning</li> <li>3. Real world application of the latest concept in project-based Action Learning for the transformation of 3 MNEs (multinational enterprises)</li> </ol>
	Hall <b>2</b>	<p><a href="#"><u>Mr. Jayan Warriar&gt;&gt;</u></a>  <b>Appreciative Inquiry &amp; Action Learning: Positivity and Performance Meet</b></p> <ol style="list-style-type: none"> <li>1. Origins and principles of Appreciative Inquiry</li> <li>2. An experience of AI in action</li> <li>3. The compelling need for positive performance</li> <li>4. AI and AL: Applications</li> </ol> <p><b>Take Away:</b></p> <ol style="list-style-type: none"> <li>1. Understand AI as a tool and a life philosophy</li> <li>2. Explore synergies of AI and AL in business and life</li> </ol>

## 2017/10/20 Schedule

Time	Content	
13:15–14:05	Hall 3	<p><a href="#"><u>Mr. Ron McLuckie &gt;&gt;</u></a>  <b>How to Sell Action Learning to Business Leaders</b></p> <ol style="list-style-type: none"> <li>1. Don't talk "Action Learning"</li> <li>2. What business leaders really want</li> <li>3. A practical sales process for Action Learning</li> <li>4. How to structure the deal</li> </ol> <p><b>Take Away:</b></p> <ol style="list-style-type: none"> <li>1. An effective &amp; user-friendly sales technique</li> <li>2. Practical sales tips</li> </ol>
	Hall 4	<p><a href="#"><u>Dr. D'Aarcy Dornon &gt;&gt;</u></a>  <b>Virtual Action Learning Session I</b></p> <ol style="list-style-type: none"> <li>1. Trend: virtual action learning</li> <li>2. Sharing: virtual AL experience</li> <li>3. Key to success: problems that coaches need to pay attention to</li> </ol> <p><b>Take Away:</b></p> <ol style="list-style-type: none"> <li>1. Thought: How to successfully conduct Action Learning sessions virtually and achieve positive results as per the above</li> <li>2. Experience: Engaging in virtual Action Learning</li> </ol>
14:05–14:20	<i>Coffee Break</i>	
14:20–15:10	Hall 1	<p><a href="#"><u>Ms. Fumiyo Seimiya &gt;&gt;</u></a>  <b>Action Learning in Japan for These 10 Years</b></p> <ol style="list-style-type: none"> <li>1. For more than 15years, real case sharing in Japan              ---findings and typical 3 programs for Japanese companies</li> <li>2. The possibilities of Certificate Student Action Learning Coaches in Japan.</li> </ol> <p><b>Take Away:</b></p> <ol style="list-style-type: none"> <li>1. Create questioning culture process and how AL programs works</li> <li>2. Meaning for developing internal AL Coaches in organization</li> <li>3. Cases for reference</li> </ol>

## 2017/10/20 Schedule

Time	Content	
14:20–15:10	Hall <b>2</b>	<p><b>Mr. Yu Tong</b></p> <p>Latest information will be updated on <a href="#">2017 WIAL Global Conference &gt;&gt;</a> Please click to learn more.</p>
	Hall <b>3</b>	<p><b>Mr. Edouard Gruwez</b></p> <p>Latest information will be updated on <a href="#">2017 WIAL Global Conference &gt;&gt;</a> Please click to learn more.</p>
	Hall <b>4</b>	<p><a href="#">Dr. D'Aarcy Dornon&gt;&gt;</a> <b>Virtual Action Learning Session II</b></p> <ol style="list-style-type: none"> <li>1. Trend: virtual action learning</li> <li>2. Sharing: virtual AL experience</li> <li>3. Key to success: problems that coaches need to pay attention to</li> </ol> <p><b>Take Away:</b></p> <ol style="list-style-type: none"> <li>1. Thought: How to successfully conduct Action Learning sessions virtually and achieve positive results as per the above</li> <li>2. Experience: Engaging in virtual Action Learning</li> </ol>
15:10–15:25	<i>Coffee Break</i>	
15:25–16:15	Hall <b>1</b>	<p><a href="#">Mr. Makoto Nagata&gt;&gt;</a></p> <p>Latest information will be updated on <a href="#">2017 WIAL Global Conference &gt;&gt;</a> Please click to learn more.</p>



## 2017/10/20 Schedule

Time	Content	
15:25–16:15	Hall 2	<p><a href="#">Ms. Faz Kamaruddin &gt;&gt;</a>  <b>The AirAsia Action Learning Journey</b></p> <p>How AirAsia is applying Action Learning in :</p> <ol style="list-style-type: none"> <li>1 Leadership development</li> <li>2 Talent management</li> <li>3 Organization change</li> </ol> <p><b>Take Away:</b></p> <ol style="list-style-type: none"> <li>1. Real-life lessons for coaches, people managers and HR leaders</li> <li>2. Immediate action steps to incorporate AL in your own organization</li> </ol>
	Hall 3	<p><a href="#">Ms. Lin Lin</a>  <b>Latest information will be updated on</b>  <a href="#">2017 WIAL Global Conference &gt;&gt;</a>  <b>Please click to learn more.</b></p>
	Hall 4	<b>To be Updated</b>
16:15–16:30	<i>Coffee Break</i>	
16:30–17:20	Hall 1	<p><a href="#">Dr. Jessica McWade &gt;&gt;</a>  <b>The L Path® – Five Insights for Building Leadership Effectiveness and How Action Learning Informs Them.</b></p> <ol style="list-style-type: none"> <li>1. Leading: Developing Vision, Communicating Well, Knowing and Growing Yourself.</li> <li>2. Learning: Encouraging Curiosity, Asking Questions, Diagnosing Challenges.</li> <li>3. Losing: Championing Intelligent Risk-Taking, Learning from Failure.</li> <li>4. Laughing: Being Humble, Achieving Balance, Finding Enjoyment in Leadership.</li> <li>5. Living: Applying Wisdom from the Lived Experience, Succeeding across Cultures.</li> </ol> <p><b>Take Away:</b></p> <ol style="list-style-type: none"> <li>1. Practical tools for building self-awareness and improving as a leader-communicator</li> <li>2. Specific steps for creating organizational vision and the culture needed to achieve it</li> <li>3. Useful narrative, examples and case studies of leading on The L Path®</li> <li>4. References to how some Action Learning principles inform leadership effectiveness</li> </ol>

## 2017/10/20 Schedule

Time	Content	
16:30–17:20	Hall 2	<p><a href="#"><u>Mr. Emmanuel Ossom&gt;&gt;</u></a>  <b>Action Learning/Problem-Solving Arrival in Ghana: Better Late Than Never</b></p> <ol style="list-style-type: none"> <li>1. Why Graduate Unemployment keeps rising in Ghana: Who is to Blame?</li> <li>2. The Non-Competitive Growth of Companies: Employees Can't Solve problems; Universities and Industry are not Connected.</li> <li>3. Why Action Learning is Badly Needed in Ghana: To many problems not being solved, companies are not growing, jobs not being created</li> <li>4. Some Evidence of How Badly Action Learning is Needed in Ghana: MBA Students' Testimonies</li> </ol> <p><b>Take away:</b>  Testimonies by my MBA Students on Action Learning/Live Business Cases</p>
	Hall 3	<p><a href="#"><u>Ms. Popsy Kanagaratnam&gt;&gt;</u></a>  <b>Action Learning at Any Age: A Case Study.</b></p> <ol style="list-style-type: none"> <li>1. How Action Learning works in different environments.</li> <li>2. How can the Coach work with the group to build habits?</li> <li>3. How much or how little do you intervene?</li> <li>4. Real case sharing of a primary school class.</li> <li>5. How to apply Action Learning in your situation.</li> </ol> <p><b>Take away:</b>  1. How Action Learning can be used in different environments.  2. Group discussion – how to apply Action Learning in your work environment</p>
	Hall 4	<b>To be Updated</b>
17:20–17:25	<b><i>WIAL Annual Awards: Honor the best practice &amp; research</i></b>	
17:25–17:30	<b><i>Closing &amp; Preannouncing the Next WIAL Global Conference</i></b>	

# Tickets

## Early Bird

**RMB ¥2999  
=USD \$441**

Registered before August 31st and payment within 30 days is entitled early bird discount.

## Standard Pricing

**RMB ¥3499  
=USD \$515**

Registered after September 1st is charged at the standard price.

## Group Purchase

10% off for 3 or more participants from the same organization.

\*Language: English, Chinese (providing consecutive interpreting for English speech).

Price includes coffee break and lunch.

Please email Nina Ning ([ninaning@wial-china.org](mailto:ninaning@wial-china.org)) for REGISTRATION and MORE.

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**AMA** American Management  
Association\*  
美国管理协会（中国）





- Co-Founder and first President of WIAL
- Chair, WIAL Advisory Board
- Professor, George Washington University

## Prof. Michael Marquardt

Michael Marquardt has introduced action learning to thousands of organizations around the world over the past 22 years. His 25 books in the areas of action learning, global leadership, and team development have sold over one million copies worldwide. Michael has been recognized as the International Trainer of the Year by the American Society for Training and Development as well as Research Scholar of the Year by the Academy of Human Resource Development. Dr. Marquardt is Professor of Human and Organizational Learning as well as Director of Global Leadership programs at George Washington University.



## Dr. Bea Carson

Dr. Bea Carson is an author, speaker and expert in the field of Action Learning. She is an external OD consultant specializing in leadership development, problem solving and strategic planning. Bea has worked in private and public sectors, with profit and not-for-profit organizations, locally and internationally, for organizations of all sizes. Bea is cofounder, president & Director of Affiliate Development for the World Institute for Action Learning (WIAL); Chair of the Board and President of WIAL-USA, and president and owner of Carson Consultants.

- WIAL Board President & Chairperson
- WIAL USA President & Chairperson
- Carson Consultants President



## Dr. Peter Cauwelier

Peter Cauwelier is passionate about helping teams get more done in a more positive way. He helps teams improve their "heart" (synergy) and "hard" (business results). He uses team coaching, Action Learning and facilitation to accelerate team performance, and measures the impact through ROI. He has worked with teams in South-East Asia, the USA, India and China.

- WIAL Board Member
- WIAL Thailand
- ASIO Consulting





## Peter Kao

Peter Kao is an entrepreneur, a seasoned business consultant and trainer. His focus in the past five years has been on facilitating organizations' business transformation and talent transformation. He has been leading AMA China for 20 years. During this period, he also took charge of CIMIC, as the vice-CEO. Prior to that, he was an IBM-er for 15 years, where he held Asia-Pacific leadership roles across a variety of business units. Mr. Kao forms exquisite views through abundant management practices in different fields. He applies his personal experience into Action Learning, to help discovering and solving corporation's problems at different stages.

- WIAL Board Member
- WIAL China Chairman
- President & CEO of AMA China



## Dorothy Tsui

Dorothy Tsui is a dedicated people and organization development practitioner. Her broad portfolio includes clients from government agencies, non-profits, and multinational corporations across industries in Greater China and Asia Pacific. She leads positive change and action learning initiatives to support organizations to boost business performance, reinvent organizational culture, develop leaders, redesign work process, build strong teams, and plot strategic plans.

- WIAL Board Member
- WIAL Hong Kong Chairman
- Founder of Greater China Center for Positive Change



## Fumiyo Seimiya

Fumiyo Seimiya is an experienced organizational development practitioner, having served more than 15 years as OD consultant and HR Director of the American and European joint venture company in Japan.

She has designed and facilitated interactive workshops in charge management, team building, and leadership to help managers work effectively and efficiently within their organization through action learning methods.

She founded Leaning Design Center Co., Ltd. and World institute for Action Learning Japan. she is the co-translator, "Action Learning in Action" and "Optimizing of the power of Action Learning" written by Dr. Michael J. Marquardt, in Japan. She wrote several books, some of books have been translated from Japanese into Chinese.

- WIAL Adviser Member
- WIAL Master ALC
- WIAL Japan Chairman
- President & CEO of Learning Design Center



## Shannon Banks

Shannon is an award-winning consultant, facilitator and coach with extensive experience working with organizations in the commercial sector. Shannon has a passion for social leadership and helping executives and teams bring together new conversational behaviours and a focus on social impact for success in the modern workplace. Prior to her current work, Shannon spent 17 years as a business and HR leader at Microsoft.

- WIAL MALC
- WIAL Board Member
- Brain-based Coach
- ICF ACC Accredited
- Director, Be Leadership



## William Teo

William Teo's career started as a salesperson in financial services where he was promoted numerous times until reaching the highest level of a District Manager. Twenty three years down the road, William decided to pursue a career as a Business Psychologist and a Professional Action Learning Coach. Having developed a strong foundation in both, sales and leadership development, fields, William has been featured as a consultant, a speaker, a lead trainer for the Aston Business Assessments personality assessments in 8 countries, as well as a Master Trainer for the Malaysian Insurance Institute.

- WIAL Board Member
- WIAL Malaysia Country Head
- Business Psychologist



## Verieux Mourillon

Verieux Mourillon is a Leadership Development Consultant with over 20 years experience in public sector and private sector organizational development. He has previously held the position of Director and Executive Director responsible for HR and Organizational Development in regional organizations of the Caribbean. Verieux Mourillon is a Chartered Fellow of the Chartered Institute of Personnel & Development, a Senior Action Learning Coach and holds the GPHR designation.

- WIAL Board Member
- WIAL Caribbean Executive Director





## Twan Paes

Twan Paes has ended up in business through his role as a sports coach. By applying ideas from sports in business, and by making comparisons between business and sports, he has been working as a manager in various organizations. From 2004 onward he has been coaching organizations in realizing their strategy. Besides his activities for the WIAL and the Action Learning Academy, he is teaching at several business schools.

- WIAL Board Member
- WIAL Netherlands Chairman
- WIAL MALC
- President & CEO of Action Learning Academy



## Ron McLuckie

Ron is a highly experienced international consultant, coach, entrepreneur and Action Learning authority.

He has held senior executive corporate, lecturing, consulting and entrepreneur roles in South Africa, Middle East, New Zealand and now India. He has also gained extensive consulting & coaching experience in the USA, Australia, Europe and East Africa. His passion is challenging the conventional development approaches that do not work and finding far more effective ways of developing people, team and organization capability. Ron's core business is helping clients dramatically improve business performance through leadership, learning and action.

- WIAL MALC
- CEO WIAL India
- India Country Affiliate



## Paulina Chu

Paulina is an experienced business professional, consultant, executive coach and innovative facilitator. She has over 15 years training and development experience working in a range of organizations, from top multinational companies to education and community-based groups. In all, her passion is to facilitate a positive change. She founded WIAL Taiwan in 2012.

- WIAL MALC
- WIAL Taiwan, Director
- InnoVision Intl., Lead Coach & Facilitator



## Marina Mazi

Marina Mazi is Psychologist, OD Consultant, Trainer, Executive Coach (ACC), SALC and Educational Director of WIAL Brazil. She has been working with Action Learning since 2014. Her focus in the past 11 years has been on facilitating organizational and human development. Prior to that, she held positions in HR area as OD Manager and Business Partner in private companies in the financial, services and health industry.

- WIAL Educational Committee Member
- WIAL Brazil Director
- WIAL SALC, Consultant and Coach (ACC)



## Dr. D'Arcy Dornan

Dr. D'Arcy Dornan has been the director of programs and professor/researcher at public and private institutions of higher education in China, the U.S., France, Brazil, and Canada . More recently, as a business entrepreneur, D'Arcy founded and is chief strategist of Global Leadership Training & Development. He also currently holds the position of Brazil Country Representative with the Global Sustainable Tourism Council and is the São Paulo Business Associate with the Federation of Canadian Brazilian Businesses.

- WIAL Brazil, Vice President



## Zenith Law

Zenith Law is an entrepreneur, an accredited trainer, a certified coach and a consultant, focusing on organisational development. He has expertise in change management, project and programme management, governance, risk management, auditing and compliance. Prior to his entrepreneurial journey, he was a technologist in investment banks such as Bank of China International, HSBC, Morgan Stanley and Royal Bank of Scotland.

- President & CEO of WIAL UK
- WIAL Research Committee Member
- CEO of Zenospace





## Prof. Daniel Belet

Prof. Daniel Belet is Co-Founder of WIAL France and senior action learning coach. He is both professor of people management and leadership in La Rochelle Business School and an experienced management consultant and coach with various businesses. He is the author of several books and articles about management education, learning organization and leadership development.

- WIAL France Co-Founder
- WIAL SALC
- Professor of people management & leadership



## HJ Tsai

HJ Tsai has been working as HR in the IT industry in Taiwan, Suzhou and Beijing for 20 years. During his HR career, he had been experienced all the functions of HR before taking responsibility of HR head. He is one of the founders of WIAL Taiwan. Starting from 2016, he was elected the Chairman of WIAL Taiwan.

By aligning HR practices, coaching & facilitation skills, Action learning methodology and organizational development technics, HJ helps organizations to transform and develop leaders.

- WIAL Taiwan Chairman



## Professor KC Chan

Prof. KC Chan is a practice professor, a certified master trainer, and a certified international business management consultant specializing in strategic project management, leadership and technopreneurship. He is author of 100 published articles and co-authored 5 books with Professor Eko Indrajit of Indonesia. He has three doctorate degrees of which two of his thesis focus on the application of project-based action learning for accelerated transformation of organizational culture.

- WIAL Indonesia
- Distinguished Professor of IMCA, MBA, Leadership of Doctorate
- Founding Partner, TWAN(The Wholistic ASEAN Network)



## John Sautelle

John brings to the conference more than 30 years' experience in leadership and organisational development. He provides services to government, private sector and not for profit clients in Australia, and internationally. John has delivered programs in Canada, India, Japan, Malaysia, Singapore, South Africa and the United Arab Emirates. Helping create exceptional leaders, teams and organisations gets John out of bed every day with energy and passion!

- Former Board Member, WIAL Australia
- WIAL SALC
- Principal Consultant, Bendelta Pty Limited



## Jayan Warriar

Jayan Warriar is a speaker, writer and a student of science and philosophies that promise a better future for us. He is a researcher and doctoral candidate of Organizational Psychology, exploring happiness, self-actualization and human potential. He is one of the directors of Positive Performance Consulting based in Singapore. He is a senior Action Learning Coach and IAF certified Professional Facilitator.

- Student, Researcher, Teacher
- Director, Positive Performance Consulting, Singapore



## Dr. Jessica McWade

Dr. Jessica C. McWade specializes in leadership, strategy and message development. She has counseled numerous corporations, government agencies, non-profit organizations, teams and leaders for over 30 years. She is a Trustee of SEA Education Association (SEA) and a retired Commander in the U.S. Naval Reserve. She has served as a British-American Fellow as well as a Fellow to the Salzburg Seminar. Jessica holds degrees from The George Washington University, Harvard University, New York University and Boston University. She joined the WIAL Action Learning community this year.

- President, McWade Group, Inc.
- Led global communications and corporate affairs for three Fortune 200 corporations.
- Former President, World Affairs Council of Boston and member Council on Foreign Relations.
- Author: *This Moment: Reflections on Leading, Learning, Laughing and Living.*





## Faz Kamaruddin

Faz started her journey in learning and development and project management in IBM and Siemens before embarking on a consulting career. Her current role focuses on building the talent pool and leadership pipeline. In her free time, she makes leather journals and curates furniture and furnishings for friends who are keen on rustic and industrial style in their living spaces.

- Certified AL Coach
- Group Head of Talent, AirAsia



## Terence Quek

Terence Quek is CEO of Emergenetics APAC and Master Trainer of Emergenetics. Completing 13 years of service with the Singapore Navy, he co-founded a strategic communications consultancy, which he later merged with Emergenetics Asia. He has more than a decade of experience consulting for and training management teams and leaders across Asia and Europe

- CEO, Emergenetics APAC
- Master Trainer, Emergenetics
- Special Advisor, China Coach Federation



## Dr. Kathleen Kueht

Dr. Kathleen Kueht is founder and president of CREACTION Global Consulting, LLC. She is a recognized talent management consultant, speaker, author and executive coach with special expertise in providing assessment, integrated learning solutions and implementing organizational change strategies.

Dr. Kueht has developed training for executives, managers, and supervisors in a wide range of Fortune 500 and Fortune 1000 businesses, including projects with local and federal government agencies.

Dr. Kueht received the 2009 award for best research study of the year from the World Institute for Action Learning. Her qualitative research study titled, *The Impact of Action Learning on the Lives and Learning of Baby Boomers*, was guided by her advisor Dr. Michael Marquardt.

- Founder and President of CREACTION Global Consulting, LLC



## Popsy Kanagaratnam

Popsy Kanagaratnam is a doctoral candidate at the George Washington University.

She has been an adjunct professor at GWU, and has been a Project Director.

She has been a teacher, a journalist, a banker. She is interested in learning and is always looking for new ways to teach and learn.

- The George Washington University
- WIAL USA



## Hans Ploeg

Hans Ploeg (53) is an interim board member of 22 elementary schools (Tabijn), director of Helmgras elementary school, trainer and coach, from the Netherlands. His focus is building schools and making the school systems more effective. After 15 years business sales management and football referee experiences he made a career switch to school director. He believes in the most important tool of a school: the teachers. He is the first director in the Netherlands who is using Action Learning active and successfully in his school. His way of thinking out of the (education) box and bringing new developments into education is a long way. But he is becoming successful step by step.

- Director Helmgras RDO & CTM
- Interim member of the board of Tabijn
- AL Coach
- Owner of Coaching M.E.T



## Makoto Nagata

Makoto Nagata is a senior manager and a HR & OD planner of Hitachi Information Academy, which is a corporate education institute for Hitachi Group. He started his career in sales division of apparel maker in Japan. He joined Hitachi Computer Engineering KK. After he worked at several department such as recruitment, welfare, legal affair and sales, he was charged in career development for their employee in 2010. He take advantage of his job with his research in counselling, coaching ,facilitation, NLP and EQ. He met "Action Learning" and had training from WIAL-Japan in 2013. He took transfer to Hitachi Information Academy in order to make OD program for the whole of Hitachi Group.

- Senior Manager of Hitachi Information Academy





## Emmanuel Ossom

Emmanuel Ossom is a liberal arts educator, an entrepreneurship and complex problem-solving coach, entrepreneurship educator, he is an entrepreneur. He has been focusing on coaching students and non-students alike on complex problem-solving and action-learning and entrepreneurial oriented skills, helping companies and organizations identify their problems and solve them (through Live Business Case Methodologies executed by students and university graduates). He also coaches students for internship and professional apprenticeship.

- WIAL Ghana Director Aspirant
  - Lecturer, GTUC, Valley View Uni
  - Executive Director, AFEREC
  - Founder & CEO, GLOBESOL
  - Entrepreneurship Coach, Live Business Case Coach, & Coach for Professional Internship & Apprenticeship
-