

A Symphony of Innovation



**Leveraging Complexity
to Create Knowledge
and Confidence**

*The 2nd SoL Global Forum
Vienna • Austria
13-16 September 2005*



society for 
organizational learning



Purpose & Goals

Building on the success of our first Global Forum held in Helsinki in 2003, the Society for Organizational Learning (SoL) will convene the 2nd SoL Global Forum, A Symphony of Innovation: Leveraging Complexity to Create Knowledge and Confidence, in Vienna, Austria, 13-16 September 2005. Innovative in its own right, the design of the Forum uses metaphors of music composition, rehearsal, and performance to guide our reflection on the creative opportunities and challenges we face in a complex and fast-moving world. Just as a symphony is a single work made up of a variety of movements and expressed via many instrumental voices, this Forum will embody the diversity of innovation at work across the globe and demonstrate the generative power of the SoL community as a whole.

By convening with a focus on innovation we expect to:

- Build our capacity for reflection and results by identifying and practicing ground breaking methodologies.
- Discover new ways to create knowledge and build personal confidence by exploring challenging questions together.
- Create and build connections that strengthen active participation in local communities by developing global networks.

The Forum is designed for practitioners, leaders, consultants, researchers, and others for whom innovation is a critical component of organizational or community life. Approximately 400 participants representing a broad range of disciplines and over 35 countries are likely to attend. Each participant will be both a teacher and a learner, as we share the current issues facing us and our organizations.

The Forum will unfold in a variety of spaces, allowing for unstructured gathering time as well as focused exploration and collective learning. Parallel sessions will feature a range of delivery formats including presentations of research findings and ongoing investigations, case study clinics, simulations, workshops on new methodologies, and opportunities for dialogue. Conducted in four theme tracks — innovation, complexity, knowledge, and confidence — these sessions are designed to explore challenging questions together, co-creating potential solutions for the businesses, regions, communities, networks, and public sector organizations in which we work.



*1st SoL Global Forum
Helsinki, Finland*



Programme

The theme of innovation will be addressed through a different lens each day with session design and content aligned with this evolving focus:

PURPOSE OF THE FORUM

Tuesday, 13 September — A Symphony of Innovation

The Symphony of the Community: Past experience, current needs, and future possibilities. Gathering questions: What positive experiences of innovation do we bring to this gathering? What do I/we want to invent this week?

Wednesday, 14 September — Composing: Leveraging Complexity

From confusion to connection: By appreciating the elegance and intelligence of naturally occurring complexity, we can apply this insight to "compose" new innovations.

- Identifying innovation strategies by looking at our current situations differently
- Exploring the commonalities that link artificial, human, and natural systems and the implications for action
- Advancing our own projects and initiatives by sharing work in progress and inviting peers for input

Thursday, 15 September — Rehearsing: Creating Practical Knowledge

The music materializes in action: Both plenary and parallel sessions will focus on creating knowledge through exchange and collaboration across traditional boundaries.

- Sustainability: Collaborative efforts to stimulate innovation across organizations and sectors in service to people, planet, and profit
- Creating learning networks and a culture of innovation within large multinational corporations

Friday, 16 September — Performing: Inspiring Confidence

Confidence is a belief that one will perform in a right, proper, or effective way. A clear sense of what's next and the resources to support action.

- Identifying our commitments and strategies for ongoing learning
- Creating networks of support to act on our choices



TOPICS

The Forum will unfold in a variety of spaces, allowing for unstructured gathering time as well as focused exploration and collective learning. Parallel sessions will feature a range of delivery formats including presentations of research findings and ongoing investigations, case study clinics, simulations, workshops on new methodologies, and opportunities for dialogue. Conducted in four theme tracks — innovation, complexity, knowledge, and confidence — these sessions are designed to explore challenging questions together, co-creating potential solutions for the businesses, regions, communities, networks, and public sector organizations in which we work. A sample of proposed parallel sessions:

Business Case Studies

- Transforming disruptive innovation into smooth running production using Innovation Cells — agile teams to master disruptive innovation (Visteon — Germany)
- Innovation and informal networks — using social network analysis to increase business results (France)
- Building a Total Safety commitment in handling hazardous materials (China)
- Enabling effective work across national, cultural and racial boundaries (The World Bank, BP)
- Developing and maintaining a network of facilitators to support large system change (India)
- Raising corporate consciousness on global social issues — business innovation through expanded definition of mission (Novo Nordisk — Denmark)
- Maintaining a culture of innovation in times of business downturn (Agilent — Germany)

Public Sector Case Studies

- Partnering and co-leadership skills for sustainable multi-sector partnerships (Environment, Nutrition — multinational)
- NASA Culture: The "Columbia" Case Study and the invisible side of safety (USA)
- Improving the performance of regional executives (Lombardy region, Italy)
- Rapid prototyping for policy making and "future centers" to stimulate innovation (The Netherlands)
- Keeping a learning organization alive in a university classroom (Australia)



Research

- Dynamic aspects of leadership practice that enable successful management of change and adaptation to external factors (UK, Unilever — The Netherlands)
- Building network-centric organizations to increase learning, creativity and knowledge (Australia)
- Innovation INDEX Indicator — broadening participation in the innovation process and increasing employee engagement (Gallup — Germany)

Methodology

- World café: experimenting with new structures to increase generative learning and action (Saudi Aramco — Saudi Arabia)
- "Exploding" the value of innovations using a sustainable evolution approach to allow innovations to be scaled (India)
- How knowledge management induces organizational learning (Austria)

ABOUT THE MUSEUMSQUARTIER

The Forum will be appropriately situated in Vienna's lively MuseumsQuartier (MQ), a newly renovated cultural district that unites baroque buildigs, new architecture, cultural institutions of all sizes, various disciplines of art, and recreational facilities in a single spectacular location. Vienna's exciting are complex near the Imperial palace offers not only renowned art museums such as the Leopold Museum with its numerous works by Schiele and the Museum of Contemporary Art, but also contemporary exhibition space such as the KUNSTHALLE wien and festivals like the Wiener Festwochen. Located at the border of the old city it combines insittuiosn of different art fields, restaurants, cafes and shoops in an area of over 640,000 square feet which brings the MQ into the ten largest cultural quarters in the world.





Schedule

	Tuesday 13 September	Wednesday 14 September	Thursday 15 September	Friday 16 September
	A Symphony of Innovation	Composing: Leveraging Complexity	Composing: Creating Knowledge	Performing: Inspiring Confidence
8:45		Morning orientation in each Lab		
9:00	Pre Session Meetings for Special Interest Groups	Concurrent Learning Labs: Round 1	Concurrent Learning Labs: Round 3	Concurrent Learning Labs: Round 4
9:30				
10:00		Break		
10:30		Plenary session addressing complexity & innovation	Plenary session addressing Sustainability	World Café with Juanita Brown & David Isaacs
11:00				
11:30		Lunch	Lunch & Learn extended concurrent sessions with "picnic" lunch	Lunch
12:00				
12:30				
13:00		Concurrent Learning Labs: Round 2	Plenary session addressing Creating Learning Organizations	Closing Session with Peter Senge
13:30				
14:00	Break	Break		
14:30				
15:00	Participant Panel: What I learned today that I can take back to create and support my own learning community?	Plenary session honoring Arie de Geus		
15:30				
16:00	Registration	Art of Waltzing		
16:30				
17:00	Reception hosted by SoL Austria	Evening at the Heurigen hosted by The City of Vienna		
17:30				
18:00	Opening Session: –Gather to define purpose & reconnect	Dining Out		
18:30				
19:00				
19:30				
20:00				
20:30				
21:00				
21:30				

Speakers

WHO WILL BE THERE?

The Forum is designed for practitioners, leaders, consultants, researchers, and others for whom innovation is a critical component of organizational or community life. Approximately 400 participants representing a broad range of disciplines and over 30 countries are likely to attend. Each participant will be both a teacher and a learner, as we share the current issues facing us and our organizations. We will be joined by many SoL members and friends who are engaged in cutting-edge research and practice in their own work.

Invited thought leaders include:



Peter Senge
*SoL Founding Chair,
Senior lecturer at MIT,
coauthor of Presence,
Human Purpose and
the Field of the Future*



Arie de Geus
*President of SoL-UK,
Retired Group Planning
Coordinator, Royal Dutch
Shell Group, author of
The Living Company*



C. Otto Scharmer
*Senior Lecturer at MIT's Sloan
School, Visiting Professor at the
Center for Innovation and
Knowledge Research, Helsinki
School of Economics, coauthor of
Presence, Human Purpose and
the Field of the Future*



Adam Lomas
*Director of Global Learning
at Shell*



Juanita Brown
*Juanita Brown is founder of
Whole Systems Assoc. She
completed her doctoral disser-
tation on the World Café at the
Fielding Graduate Institute*



Art Kleiner
*coauthor of The Fifth Discipline
Fieldbook series, author of Who
Really Matters: The Core Group
Theory of Power, Privilege and
Success*



Registration

Early Registration Rates are valid through May 27

	Through May 27		28 May — 31 July		Beginning Aug 1	
	€	\$	€	\$	€	\$
Non Member	975	1316.25	1175	1586.25	1295	1748.25
SoL Member	675	911.25	875	1181.25	995	1343.25
Join Connections & register at the member rate	768	1036.25	968	1306.25	1088	1468.25
Extended SoL member	910	1228.50	1110	1498.50	1230	1660.50



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Vienna Science and Technology Fund (WWTF)

www.wwtf.at/en/wwtf.html

Vienna Center for Innovation and Technology (ZIT)

www.zit.co.at

Austrian Federal Ministry of Economics and Labour

www.bmwa.gv.at/EN/default.htm

Austrian Federal Ministry for Transport, Innovation and Technology

www.bmvit.gv.at

Austrian Research Centers (ARC)

www.arcs.ac.at

ARC systems research

www.systemsresearch.ac.at

Sponsoring organizations will receive complimentary registrations and acknowledgement for tuition assistance or special Forum events.

If your organization is interested in becoming a 2nd SoL Global Forum sponsor, please contact:

Christoph Mandl at +43-1-892 3736
or Sherry Immediato at +1-617-300-9540



About SoL

The Society for Organizational Learning, SoL, is a global network connecting organizations, researchers and consultants to create and implement knowledge for fundamental innovation and change. SoL was founded in 1997 as a successor to the MIT Center for Organizational Learning, led by Peter Senge and a group of innovative companies committed to advancing the state-of-the-art in building learning organizations. Today, communities in over 30 locations around the globe engage in an impressive diversity of organizational learning activities. SoL organizations include:

AT&T	Harley-Davidson	Saudi Aramc
ARC systems research GmbH	INFOMEDIA services GmbH	Shell
Austrian Research Promotion Agency	l'Institut Pasteur	Solvay
BP	Intel	Unilever
Bonduelle	Investkredit Bank AG	University Klagenfurt, School of Interdisciplinary Studies (IFF)
British Telecom	MBDC (McDonough Braungart Design Chemistry)	University Linz, Center for Knowledge Management
The Coca-Cola Company	Mandl, Luethi und Partner	Unedic
la Confédération nationale du Credit Mutuel	NHS	UTC
Danfoss Socla	NSA, US Govt.	Visteon Automotive Systems
Fischer Ski	Nike	Vienna Science and Technology Fund - WWTF
FORBA (Working Life Research Centre)	Österreichische Forschungsförderungsgesellschaft (FFG)	World Bank – International Finance Corp.
Ford Motor Company	Petrotrin	Wyeth Europa
France Télécom	Plug Power	
Gedas	Rocky Mountain Institute	
Green Mountain Coffee Roasters		

From its inception, SoL was intended to be a self organizing global network of learning communities. SoL communities have been established or are emerging in many countries, but the work of creating sufficient infrastructure to support SoL as a global entity remains unfinished. The founding SoL fractal — the oldest and most developed SoL community and the legal owner of the SoL name — has provided some elements of global infrastructure, such as the SoL website, and continues to provide support for establishing the minimal amount of structure needed to allow SoL to pursue its purpose on a global scale.

The 2003 Global Forum in Helsinki, Finland, represented a major step forward in the process of moving us from where we are now a network of SoL communities linked mainly by informal, personal relationships to where we want to be: a global community linked by a common idea of what it means to be a citizen of global SoL, operating democratically and non hierarchically; with a robust capacity for collective learning and coordinated action. At that meeting, we established a design team charged with building on the foundational work that has already taken place to propose a process for adopting governance and operational structures supportive of SoL communities around the world. That team has made a preliminary recommendation about how to take the process forward and has drafted self-amending guidelines for SoL citizenship. We will take the next steps toward the formation of a representative global governance body at this 2nd Global Forum in Fall 2005.