

The logo features a stylized green wave or leaf shape above the text "SOLCONFERENCE08" in a white, serif font.

SOLCONFERENCE08

SoL Conference '08
10th to 11th of November,
Dipoli Espoo

- In the spirit of Sauna

The biggest sauna in Finland

Sauna is traditionally a place for deep dialogue. All titles are put aside from the way of honesty, purity and rejuvenation. In Finnish tradition many important decisions and bargains are made in the sauna.

SoL Conference is the 7th Finnish annual meeting of Global SoL (Society of Organizational Learning) Network. The Spirit of Sauna is like the spirit of SoL: good conversations across the boundaries of the organizations and branches and good decisions made through dialogue.

Thoughts on SoL Conference



"There I hear things I need in my working life – I've always been able to use the conference's contents successfully. I network there; the conference is an excellent arena for connections. The energizing atmosphere is the thing that makes SoL Conference an exquisite event."

Kristiina Harju, Manager of Fakta&Fiktio



SoL Conference 2008 is a 2-day learning experience, where the challenges of **leadership, sustainable business and creative knowledge capital** are shared among both speakers and participants.

We offer you partners in thinking the challenges of developing your organization.

SoL Conference is said to be an "Extreme business experience".

SOLCONFERENCE08

Leadership theme is presented by:

Sari Baldauf

Anni Vepsäläinen – HRM Partners

Tiina Antturi – Trainers' House

Jussi Holopainen – JFP Executive Search

Kiti Müller – Brain and Work -research center

Juha Koskinen – Wellcon Development

Matti Willamo – Chairman of SoL Finland

Irene Dupoux-Couturier – SoL France

Markku Markkula & Anniina Hukari – TKK Dipoli

Silja Suntola – IADE

Eppie Eloranta – TIEKE

Pekka Järvinen – Balentor

Sakari Saukkonen – University of Jyväskylä

Sustainable Business theme is presented by:

Heidi Hautala – Member of parliament

Pekka Tuovinen – Neste Oil

Mikko Alestalo – Finnish Meteorological Institute

creative knowledge capital theme presented by:

Christian Mayeuriltä & Sanna Tossavaiselta

– Entrepert, France

Quentin Jonesilta & Margherita Larné-Jonesilta – Human Synergistics, Australia

Masters of Sauna





SOLCONFERENCE08

Monday November 10th

08:30 REGISTRATION AND COFFEE

09:00 IAN CUNNINGHAM'S Learning Contract for SoL Conference – **Satu Vainio** coach, Team Academy Adult Training, SoL European coordinator

09:40 CAN THE THINKING BRAINS BE MANAGED? – **Kiti Müller**, Brain and Work –research center

10:40 MASTERS OF MONDAY SAUNA WILL LAUNCH THE CONVERSATION BY SHARING THEIR CHALLENGES

- **Mikko Alestalo, Irene Dupoux-Couturier, Pekka Järvinen, Sakari Saukkonen, Christian Mayeur, Sanna Tossavainen**

11:00 LUNCH AND SAUNA BREAK

12:30 CHOOSING THE SAUNA – SAUNA WORKSHOPS WILL START

<p>Life-Long Learning as Means For Transferring Knowledge</p> <p>Investment in Learning and people will determine winners in the business. In this workshop we will discuss e.g. assessment of learning, strengthening the skills to create your career and supporting learning in turbulent environments and development.</p> <p>Pekka Järvinen, Balentor Oy Sakari Saukkonen, University of Jyväskylä Sauna host: EduCluster Finland</p> <p>Workshop only in Finnish</p>	<p>What kind of results can you achieve in a Learning Organisation? 10-years old SoL France shows the results of the action research project they did with their member corporations on the effect of organizational learning. Studied orgnaizations include such as:</p> <ul style="list-style-type: none"> - l'Oreal - Danfoss-Socla - France Telecom - Danone - Institut Pasteur - Solvay <p>Irene Dupoux-Couturier , SoL France</p>	<p>Future scene 2018. life and business in the climate change</p> <p>This workshop is a place to be if you want to talk about the sustainable development. Nature and our creativity are the challenges we are facing. The workshop focuses on possible initiatives in your own organization.</p> <p>Mikko Alestalo, Finnish Meteorological Institute</p> <p>Workshop only in Finnish</p>	<p>Facing the challenge of keeping your best clients</p> <p>A major challenge for today's leaders of retail banking sector is: "How to earn customers' loyalty in a very volatile environment?" For their customers, banks have to learn to imagine Exceptional Service Experiences, perceived as such from the point of view of their clients. This workshop includes exercises where participants learn to face and coach their customers by using artistic tools developed in France and based on artistic attitudes and processes used by artists all over the world. Christian Mayeur & Sanna Tossavainen, Enterepart, France</p>
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14:30 COOLING DOWN & NETWORKING

15:00 LEADERSHIP IN BREACH – **Sari Baldauf**

In this session Ms. Sari Baldauf sums up todays topics and speaks about the leadership challenges of the global business environment.

18:00 SAUNA NIGHT – Get together at Radisson SAS, Espoo

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Tuesday November 11th

08:15 MORNING COFFEE

08:30 LEARNING CONTRACT FOR THE 2ND CONFERENCE DAY – UPDATING THE CONTRACT – **Satu Vainio** coach, Team Academy Adult Training

09:00 VIRTUAL LAB OF APPLIED CREATIVITY - Aalto-University's networking process towards the virtual lab of applied creativity

Markku Markkula & Anniina Hukari, TKK Dipoli, **Silja Suntola** IADE ja **Eppie Eloranta**, TIEKE

09:30 THE DIGITAL GENERATION ENTERING THE WORKING LIFE

Digital generation now entering the working life is really different from the current personnel. What kind of leadership this new generations needs to get the best out of it? How do you manage differently talented new people and the knowledge transformations between the generations?

Talk show by: **digital youth**, HRD **Tiina Antturi** – Trainers' House, CEO **Anni Vepsäläinen** - HRM Partners, CEO **Jussi Holopainen**- JFP Executive Search

11:30 LUNCH AND SAUNA BREAK

12:30 CHOOSING YOUR SAUNA – WORKSHOPS WILL START

<p>What Are The Key Factors In The Successful Cultural Change In The Organization? Learn why 67% of organisational change initiatives falter and what you can do to improve the chances of successfully creating change in your organisation Discover the difference between a constructive and defensive culture and the keys to empowering your employees to work more effectively. Studied organizations include e.g. - MasterCard Australia - Adshel</p> <p>Quentin Jones & Margherita Larné-Jones, Human Synergistics, Australia</p>	<p>How does the public policy effect on companies taking decisions towards the sustainable economy?</p> <p>Walk to Talk -World Café focuses on creative solutions for companies facing the challenges of developing sustainable economy.</p> <p>In this conversation business and public policy meet the common needs.</p> <p>Heidi Hautala, Member of Parliament Pekka Tuovinen, Neste Oil</p> <p>Workshop only in Finnish</p>	<p>Who Leads Your Brains? Can thinking brains be lead?</p> <p>In this workshop three aspects for leading brains are covered: - Brain research - Leading intelligent organization - Intelligent leadership</p> <p>Kiti Müller, The Brain and Work Research Center Juha Koskinen Wellcon Development Matti Willamo Chairman of SoL Finland</p> <p>Workshop only in Finnish</p>
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14:30 BREAK FOR REFRESHING AND NETWORKING

15:00 SUMMING UP THE CONFERENCE WITH A PANEL FORMED BY THE SPECIALISTS AND THE PARTICIPANTS

16:00 SEE YOU AGAIN NEXT YEAR 2009

Organizers Reserve Rights for changes.

Thoughts on SoL



“The first time I participated in SoL Finland Conference in 2001. I still clearly remember meeting with Arie de Geus and Peter Senge. SoL’s approach to organizations and peoples development is very close to mine, and I’ve always found something valuable to take home with me. So often the daily routines sweep you along in working life.”

Mikko Välimaa, Stora Enso



Book now your place in the biggest Sauna in Finland

Please registrate before October 27th in the internet www.solconference.com ,
or by phone to Henna Kääriäinen +358 44 5248472, e-mail: henna@solfinland.org.

Participation fee 790 € + VAT 22 %

The fee includes the participation, materials, coffees and lunches, and dinner on Monday's sauna evening in hotel Radisson SAS Espoo.

Special fee for SoL members 390 € + VAT 22 %

. Not a SoL member yet? Find your region's membership info from www.solonline.org.
Coming with a group – ask for a special group discount!



REGISTRATE FOR THE SAUNA AND JOIN US IN
CREATING THE BEST LEADERSHIP PRACTICES!

For more information and registration, please visit

WWW.SOLCONFERENCE.COM

History

SoL is a learning community that works for finding, combining and putting in use the knowledge and ways of working to support the interdependent development of people and their organizations.

SoL was formed in April of 1997 by Peter Senge to continue the work of MIT's Center for Organizational Learning (1991-1997). Peter Senge wrote the *The Fifth Discipline: the Art and Practice of the Learning Organization* and is the founding Chairman of SoL.

Presently SoL is working in 47 different countries.

SoL Finland was created in 2001. Our vision is that in 2010 SoL Finland is the best known actor in Finland to bring together practisers and researchers of Learning Organisations and is the most diverse network to share the latest knowledge.

CREATING THE SAUNA ATMOSPHERE:



SoL Finland
Society for Organisational Learning



**EDU
CLUSTER
FINLAND**
Flow of Learning

Radisson **SAS**
HOTEL, ESPOO

OMA
KIRJAPAINO OMA OY



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