
**ENTERPRISE EFFECTIVENESS NETWORK (EEN)
3 MARCH 2020 – LEIDEN
AGENDA**



Max Blumberg



Alec Levenson



Dave Millner

- 8:30 Arrival
- 8:45 – 9:00 Introductions and plan for the day
- 9:00 – 9:15 Your agenda: Additional topics to address today and in future EEN meetings
- 9:15 – 10:30 **Continuing topics and new insights**
Dave Millner, Alec Levenson & Max Blumberg
Continuing topics from the previous December meeting in Menlo Park
- **The Present and Future of Performance Management:** What's the best way to approach performance management in our current times of changing nature of work and digital transformation?
 - **How Best to Integrate Analytics and OD?** Integrating OD and analytics can yield deeper and more impactful insights that drive effective org change, compared to the current practice of bifurcated work.
 - **Investing in People:** how to prioritize, show the ROI of spending on people as building strategic capability not just headcount or development expenses

9:15 – 10:30 **Continuing topics and new insights (continued)**

New topics proposed for future discussion by the October London and December Menlo Park participants

- Data-based insights on future of work
- How to get leaders to develop more of a talent mindset, taking ownership for the people strategy, including the courage to challenge the status quo
- Articulating the value of HR: where does it have strategic impact, and how to show the value of the impact
- Managing cultural conflict across “warring groups” within a country or region where you operate
- Functioning at scale: How to make the tacit tangible, and the informal more formal? Today’s social system tools don’t work at scale, in a world where platforms greatly amplify individual voices.
- Innovation: How to protect the parts of the org responsible for innovation so it can succeed?
- Transforming leadership from decision making to designing & managing information flows and feedback loops
- What is your organization’s purpose?

10:30 – 10:45 Break

10:45 – 12:00 **Performance Improvisation**

Max Blumberg, Dave Millner & Alec Levenson

This is a participant co-created session which will include both table discussion and group discussion.

The topics to be addressed will be drawn from a combination of (a) issues proposed at the beginning of the day, and (b) discussion of continuing topics, and (c) whatever challenges the participants want to propose in real time for collective brainstorming and problem solving

12:00 – 1:00 Lunch

1:00 – 2:15 **Electronic Employee Monitoring: Helping Hand or the New Taylorism?**

Max Blumberg

Technology can be both a control device that is resented by employees, and a productivity enhancer that they embrace. With all the new types of employee monitoring that are coming online – everything from wearables, to workplace surveillance and network analysis – what are the risks and rewards organizations face in terms of employee productivity versus fear of loss of freedom?

- 2:15 – 3:00 **HR as a Strategic Partner**
Dave Millner & Alec Levenson
HR organizations have been wrestling with the challenge of increasing strategic partnership for quite some time. A lot of progress has been made, while substantial challenges remain. This session will review some recent research into the topic, along with the question of how to build the needed capability within COEs versus the HR business partner role.
- 3:00 – 3:15 Break
- 3:15 – 4:30 **Performance Improvisation (continued)**
Max Blumberg, Dave Millner & Alec Levenson
This is a participant co-created session which will include both table discussion and group discussion.
The topics to be addressed will be drawn from a combination of (a) issues proposed at the beginning of the day, and (b) discussion of the afternoon's topics, and (c) whatever challenges the participants want to propose in real time for collective brainstorming and problem solving
- 4:30 – 5:00 Topics for future EEN meetings, wrap-up and adjourn