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# 11th Corporate Learning & Development Summit



21-22 May 2026



Berlin, Germany

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# 11th Corporate Learning & Development Summit

21-22 May 2026 | Hotel Riu Plaza | Berlin, Germany



**Register Now & Save €300**

## CHAired BY



**Peter Manniche Ribler**  
Consultant  
Learning Impact




**Klaus Niemöller**  
Head of Strategic Workforce  
Planning and Transformation  
Lufthansa Group

**LUFTHANSA GROUP**

## SPEAKER LINE-UP



**Bruno Fournet**  
HR Director - Center  
Of Excellence Learning  
& Development  
Disneyland Paris




**Joel Noel**  
Commercial Learning  
and Development Lead  
Philip Morris  
International




**Heike Laube**  
Chief Learning Officer, SAP  
Cloud Success Services Learning  
SAP




**Helen Dann**  
Head of Talent  
Development - Europe  
Samsung  
Electronics

**SAMSUNG**



**Daniela Todorova**  
Director of Customer  
Learning and Skilling Programs  
Microsoft




**Valeria Müürisepp**  
Head of Global Commercial  
Learning & Development  
Bayer




**Samir Das**  
Learning Portfolio Partner  
Meta




**Fabio Sacoman**  
Vice President,  
Learning & Development  
Expedia Group




**Sherif Abdel-Tawab**  
Regional Learning Program  
Manager - Europe  
Nestlé




**Ronald Nieuwenhuis**  
Director Learning  
& Development  
KPN




**Pauline Rebougeon**  
Head of Learning Technology  
and Innovation, Global L&D  
Ericsson




**Klaus Scheile**  
VP Global L&D,  
Talent and Engagement  
SES



**Benny Leijdsman**  
Head of Manufacturing  
Academy  
ASML

**ASML**

# 11th Corporate Learning & Development Summit

21-22 May 2026 | Hotel Riu Plaza | Berlin, Germany



**Register Now & Save €300**

We are pleased to announce the launch of the **11th Corporate Learning and Development Summit** that will take place on the **21st–22nd of May 2026 in Berlin, Germany**. Building on the success of the previous ten editions, this summit will focus on intelligence-driven learning, next-generation learning ecosystems, AI and analytics in talent development, immersive and microlearning experiences, ethical and inclusive learning practices, adaptive leadership, purpose-driven culture, and aligning skills development with organizational transformation. This cross-industry event will bring together top L&D, talent management, and HR experts to explore innovative strategies for integrating learning into the flow of work, creating dynamic capability pipelines, and leveraging technology to enhance engagement, performance, and wellbeing. Join us for this transformative two-day experience, filled with networking opportunities, practical case studies, interactive sessions, and hands-on workshops!

## Key Practical Learning Points

- Leveraging AI and Learning Analytics to Personalize Development and Predict Talent Outcomes
- Designing Integrated, Evolving Learning Ecosystems That Align with Organizational Goals
- Shifting Focus from Static Job Roles to Dynamic, Skills-Based Capabilities
- Embedding Learning Seamlessly into the Flow of Work for Real-Time, Contextual Development
- Creating Immersive and Microlearning Experiences That Enhance Memory, Motivation, and Application
- Harnessing Social and Peer Learning Through Mentoring, Communities of Practice, and Collaborative Approaches
- Applying Ethical Principles to Ensure Trust, Privacy, and Fairness in Learning Technologies
- Developing Adaptive Leadership and Self-Directed Capabilities for a Fast-Changing Business Environment
- Cultivating a Purpose-Driven Culture That Integrates Wellbeing, Inclusivity, Curiosity, and Continuous Learning

## Take a Look at a Previous Edition



### Venue

## HOTEL RIU PLAZA BERLIN

Martin-Luther-Straße 1, 10777 Berlin, Germany  
[hotel.plazaberlin@riu.com](mailto:hotel.plazaberlin@riu.com)  
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## Who Should Attend

This summit will bring together CLOs, VPs/ Heads/ Chiefs, CHROs, Presidents, CEOs, Directors, Managers, Professors and other Specialists with the following expertise:

- Talent & Knowledge Management
- Learning & Development
- Performance Management
- Education & Training
- Human Resources
- Instructional Design
- Employee and Leadership
- eLearning
- Learning Technology
- Employee Experience & Engagement
- Organizational Effectiveness
- Continuous Improvement
- People & Culture
- & Others!

## Previous Attendees Include



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08:30 Check-In and Welcome Coffee 

09:00 Opening Address from the Chair

09:10 "Breaking the Ice" Speed Networking Session

Meet your colleagues, exchange business cards and have a maximum number of 1-on-1 talks in a short amount of time! Our Speed Networking session will help you to form those initial relationships early, find out who is facing the same challenges as you and get a nice preview of what a longer conversation could bring!

## LEARNING INTELLIGENCE & SMART ECOSYSTEMS

09:40 SPONSORSHIP SLOT



Case Study Presented by Synthesia

Speaker TBC



10:10 Case Study: 

### From Data to Mastery: Rethinking Learning Impact in the Age of AI

- How AI and learning analytics serve as copilots for personalized, predictive, and performance-linked learning.
- Practical frameworks — Six Boxes®, Kirkpatrick, Phillips ROI — for connecting learning data to measurable business impact.
- Case insights from large-scale tech operations on reducing time-to-competence and improving learner confidence.
- How L&D can evolve from content delivery to a strategic business enabler using data-driven, adaptive ecosystems.

**Samir Das**  
Learning Portfolio Partner  
Meta



10:40 Morning Coffee and Networking Break 

11:10 SPONSORSHIP SLOT



Case Study Presented by Hemsley Fraser

Speaker TBC



11:50 Case Study: 

### Learning Innovation at Scale: Embedding AI in Learning at Ericsson

This case study explores how Ericsson approaches learning innovation and how this innovation mindset has enabled the embedding and scaling of AI within Talent & Development.

The session shows how a clear strategy, combined with hands-on experimentation, allows T&D teams to introduce AI in a practical, responsible, and scalable way. It also highlights the role of Learning NEXT, Ericsson's internal learning innovation community, in supporting experimentation, shared practice, and capability building across global teams.

**Pauline Rebourgeon**  
Head of Learning Technology and Innovation, Global L&D  
Ericsson



12:30 Case Study: 

### Frontier Firm: Turning Ambition Into Adoption with an AI-Ready Workforce

- **What is a Frontier Firm:** A Frontier Firm is a company that leads in using AI. They focus on new ideas, try new things, and make AI a key part of their business and culture.
- **Steps to Using AI:** Becoming a Frontier Firm happens in stages. First, AI helps with tasks. Next, digital agents work alongside people. Finally, AI can run business processes with people guiding it. This helps people do their work better.
- **Ongoing Learning:** Teaching employees new skills is very important. Almost half of leaders say this is a top priority. Frontier Firms make sure everyone is always learning about AI, which helps close skill gaps and improve the business.
- **Organized AI Training:** For success, the whole company needs to work together. Leaders set the direction, technical teams build AI solutions, and business users use AI every day. Everyone should know the basics, like how to use AI responsibly and how to work with AI tools.

**Daniela Todorova**  
Director of Customer Learning and Skilling Programs  
Microsoft



13:00 Business Lunch 

## EXPERIENCE, IMMERSION & ENGAGEMENT

14:00 INTERACTIVE SESSION 

### Managing Cognitive Workload: Building Sustainable Performance in a Complex World

In this interactive session, we will explore the real drivers of cognitive workload in today's fast-moving organizations and how Learning & Development can help reduce complexity, protect employee focus, and support sustainable performance. Through practical insights and engaging discussion, participants will discover how clearer processes, smarter learning design, and people-first leadership can create healthier, more effective workplaces.

**Ronald Nieuwenhuis**  
Director Learning & Development  
KPN



14:40 Case Study: 

### Preparing an AI-Ready Workforce: From Literacy to Measurable Impact

- A scalable framework for AI curriculum design: target audiences, core competencies, and staged adoption pathways.
- Driving adoption and behavior change: practical tactics (leader enablement, role-based learning, pilots) and how to remove barriers.
- Measuring business impact: KPIs that matter (time-to-decision, productivity, quality, adoption rates) and how to tie the learning outcomes to revenue/operational metrics.

**Fabio Sacoman**  
Vice President, Learning & Development  
Expedia Group



15:10 Afternoon Tea and Networking Break 

15:30 Case Study: 

### How HR Contributes to Magic and Excellence of Service

- Disneyland Paris key HR stakes
- Which programs are key to attract and retain our talents?
- What are our success factors?

**Bruno Fournet**  
HR Director - Center Of Excellence  
Learning & Development  
Disneyland Paris



16:00 Case Study: 

### Facilitating Learning in a Digital World: Skills, Tools, and Digital Confidence

Digital learning is only effective when it connects, engages, and motivates. Facilitators must understand how to create meaningful interactions online, blending instructional skill with the right technology. Video conferencing platforms, collaborative tools, and communication software are not just utilities—they shape how learners connect, share ideas, and apply knowledge. Confidence with these tools transforms a digital module from a passive experience into an active, immersive environment. Practical guidance and strategies help facilitators navigate common challenges, foster engagement, and ensure that learning outcomes are achieved, even when teams are distributed and sessions are fully virtual.

**Joel Noel**  
Commercial Learning and Development Lead  
Philip Morris International



16:30 PANEL DISCUSSION 

### The Future of Corporate Learning – Balancing Human Creativity and AI

As corporate learning evolves at the intersection of technology and human capability, organizations face the challenge of combining AI-driven insights with human creativity, engagement, and culture. This panel discussion will explore how L&D leaders can harness AI to scale learning initiatives while maintaining human-centric approaches that foster collaboration, innovation, and employee motivation. Panelists will discuss frameworks for embedding AI responsibly, practical strategies for measuring learning impact, and approaches to sustaining engagement in a hybrid or distributed workforce.

17:10 Chair's Closing Remarks and End of Day 1

18:00 Networking Dinner 

08:30 Check-In and Welcome Coffee 

09:00 Day Two Opening Remarks from the Chair

## BUILDING A FUTURE-READY L&D FRAMEWORK

09:10 SPONSORSHIP SLOT



Case Study Presented by Hult Ashridge Executive Education

Speaker TBC



09:50 Case Study: 

Capability Academies: Creating Strategic Skills Pipelines for a Fast Changing World

- Why Capability Academies Matter?
- Design Principles of Capability Academies
- Building Strategic Skills Pipelines
- Measuring Impact and Scaling

Sherif Abdel-Tawab

Regional Learning Program Manager – Europe Nestlé



10:20 AVAILABLE SPONSORSHIP SLOT



Driving Learning Impact Through Innovative Technology

Organizations are increasingly seeking solutions that integrate learning, analytics, and AI to accelerate workforce capability and drive measurable business impact. This session will highlight practical examples of how cutting-edge learning technologies can enhance engagement, streamline development programs, and support scalable corporate L&D strategies. Attendees will gain actionable insights on how these solutions can be applied within their own organizations to maximize effectiveness and ROI.

11:00 Morning Coffee and Networking Break 

11:30 Case Study: 

Shifting Focus from Static Job Roles to Dynamic, Skills-Based Capabilities

Traditional job descriptions can't keep up with digital transformation. Learn how to create a flexible skills framework that aligns talent with business priorities, anticipates future needs, and promotes continuous growth. This approach turns everyday work into learning opportunities, helping organizations become more agile, resilient, and capable of thriving in an ever-changing environment.

Heike Laube

Chief Learning Officer,  
SAP Cloud Success Services Learning  
SAP



12:00 Case Study: 

Enabling Growth: How AI Elevates Skill Development for Modern Learners

This session highlights how AI-powered skill management supports personalized and meaningful learning journeys. Discover how automated skill assessments and targeted content recommendations can empower employees, reduce administrative overload, and strengthen a culture of continuous learning.

Klaus Scheile

VP Global L&D, Talent and Engagement  
SES



12:30 WORKSHOP 

Cultivating Continuous Learning & a Culture of Curiosity

In this session, attendees will discover methods for embedding a culture of curiosity and continuous learning into organizations of all sizes. It will provide actionable strategies for sustaining employee engagement, fostering experimentation, and promoting knowledge sharing in hybrid and global teams.

13:00 Business Lunch 

14:00 Case Study: 

Strategic Workforce Management in Times of People Risk: Demography, Skill Disruption & Labour Market Volatility

This session explores how a major global aviation group is addressing demographic change, skill disruption, and labour-market volatility through strategic workforce planning. Attendees will learn how data-driven forecasting and scenario modelling support long-term talent availability, mitigate people-related risks, and ensure operational resilience amid rapid industry transformation.

Klaus Niemöller

Head of Strategic Workforce Planning and Transformation  
Lufthansa Group



14:30 Case Study: 

Scaling Capability Development Through Digital Innovation: A Data-Informed Approach to Commercial L&D

Leadership today requires agility, creativity, and the ability to navigate uncertainty. Discover methods to cultivate these qualities through a blend of coaching, hands-on experiences, and real-time insights. The focus is on building pathways that accelerate innovation, foster collaboration, and equip teams to tackle complex business challenges confidently.

Valeria Mürisepp

Head of Global Commercial Learning & Development  
Bayer



15:00 Case Study: 

Empowering People to Lead Through Innovation: A Modern Approach to Talent Development \*

Leadership today requires agility, creativity, and the ability to navigate uncertainty. Discover methods to cultivate these qualities through a blend of coaching, hands-on experiences, and real-time insights. The focus is on building pathways that accelerate innovation, foster collaboration, and equip teams to tackle complex business challenges confidently.

Helen Dann

Head of Talent Development – Europe  
Samsung Electronics



15:30 Case Study: 

Building High-Performance Manufacturing Talent: Transforming Skills, Capabilities & Learning at Scale

In high-tech manufacturing, the pace of innovation demands a workforce that can learn, adapt, and perform faster than ever before. This session explores how organizations can build and scale the capabilities needed to support complex technology environments while enabling people to reach their full potential. Drawing on deep expertise in R&D, manufacturing, digital learning, and performance development, the session will demonstrate how to create high-impact learning ecosystems, develop future-ready technical talent, and align people growth with business goals. Participants will gain insights into transforming learning into a strategic driver of operational excellence—through smarter capability building, continuous performance support, and a culture where teams thrive and innovation accelerates.

Benny Leijdsman

Head of Manufacturing Academy  
ASML



16:00 Chair's Closing Remarks and End of Summit

# Spotlight On Our Speakers

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**Peter Manniche Riber**  
Consultant  
Learning Impact

Peter is an experienced L&D professional. In his former role as Head of New Tech, Digital Learning Solutions at Novo Nordisk, he was focusing on implementing cutting-edge technologies to transform HR and learning experiences for a global workforce of 70,000+. With over six years of experience in digital learning leadership, he drove impactful initiatives such as deploying Generative AI tools, adaptive learning platforms, and global learning experience systems. His expertise includes human resources information systems (HRIS), team management, and vendor collaboration to introduce scalable, innovative solutions.

Peter is passionate about leveraging technology to simplify and enhance learning, he experiments with new approaches, including machine learning and data-driven methods, to deliver timely and effective learning solutions. With a strong foundation in team leadership and a human-centric approach, he aims to empower organizations to solve business challenges through technology while fostering meaningful collaboration and impactful outcomes.



**Bruno Fournet**  
HR Director - Center Of Excellence  
Learning & Development  
Disneyland Paris

Bruno joined Disneyland Paris in 1991 as part of the Grand Opening team as Project Manager for Resort Development. Since then, he has taken on positions of increasing responsibility in operational or support divisions, as department leader or in project management, including working on the opening of the Walt Disney Studios in Paris in 2002 and Hong Kong Disneyland Resort in 2005. In 2009, Bruno was promoted to HR Director and since conducted reengineering of various functions including Health & Safety, First Aid, Cast Dining, Cast Housing and Operations Training. Since 2018, Bruno serves as HR Director, Learning & Development (leading Disneyland Paris L&D strategy and team). On a side note, Bruno is also providing Talent Management courses to Master's degree HR students in Paris.



**Samir Das**  
Learning Portfolio Partner  
Meta

Samir Das is a **Learning Portfolio Partner at Meta Platforms**, leading learning strategy, onboarding, and enablement for Support, Sales and Trust & Safety operations across EMEA, APAC, and North America. With over 16 years of experience in learning and development, sales enablement, and global talent programs, Samir is a regular contributor to **eLearning Industry**, where he writes about AI-augmented learning, measurable impact, and immersive onboarding ecosystems. He is also a published author on Amazon, with works exploring adaptive learning, generative AI, and performance measurement. Samir's approach integrates the **Six Boxes® Performance Thinking, Kirkpatrick**, and **Phillips ROI** models to link learning outcomes directly to business performance.



**Daniela Todorova**  
Director of Customer  
Learning and Skilling Programs  
Microsoft

Daniela Todorova is Director of Customer Learning and Skilling Programs at Microsoft Germany, based in Munich, where she partners with organizations across the German as well as Austrian ecosystems to strengthen learning culture and digital capabilities. Drawing on a track record in business transformation and international leadership - spanning Bulgaria, Russia, France, and Germany - she brings a pragmatic, growth focused approach to change and talent development.

Previously, she led Microsoft's Small & Medium Business segment in Germany, guiding diverse teams through cloud driven transformation and championing responsible AI, hybrid work, security, and sustainability conversations with customers. She also served as FP&A Director for Microsoft Germany, establishing robust governance and ROI disciplines while elevating finance capability and recognition. Before Microsoft, Daniela held senior finance leadership roles at Mars/Wrigley - including CFO for Russia and the CISMEA region - and directed Integrated Business Management across 38 European markets, accelerating operational excellence and strategic execution. A committed mentor and advocate for women in leadership, she sponsors initiatives that inspire talent to "play a bigger role" in the digital and AI economy, including SkillHer.

Daniela holds an Executive MBA from the American University in Bulgaria, a Master's in International Economics, and executive credentials from St. Gallen, Harvard, the Center for Creative Leadership, and London Business School.



**Joel Noel**  
Commercial Learning and Development Lead  
Philip Morris International

Joel Noel is a dynamic learning and development professional with over a decade of experience transforming organisational capabilities across diverse sectors, including food and drink, public relations, and highly regulated industries. Beginning his career as a teacher, Joel brings a strong foundation in education to his L&D approach—combining pedagogical insight with strategic business acumen. His passion lies in designing impactful learning experiences that drive performance, foster growth, and support cultural transformation.



**Heike Laube**  
Chief Learning Officer, SAP  
Cloud Success Services Learning  
SAP

Dr. Heike Laube is global Vice President heading SAP Cloud Success Services Learning at SAP SE. Since 2016 Heike Laube focuses on high-impact learning for the job families at SAP in adoption and consumption roles (fka as professional services) representing about 25% of the SAP workforce. Together with her team she built the first transformational learning framework in 2017 for the services business, fostering a large-scale upskilling initiative that touched several thousand participants in a three-year period. Currently the team expands the focus to the different aspects of skills transformation connected to a cloud-centric business shift.

The impact of these transformation efforts have been recognized in 2022 with two prestigious industry awards:

- Gold winner in the 16th annual Stevie Awards for Sales & Customer Service in the category Customer Service Training Team of the Year - Internal - Technology Industries
- Gold winner in the 2022 Brandon Hall Group HCM Excellence Awards in the category BEST LEARNING TEAM

Prior to joining services Heike Laube started her career at SAP in software development for Supply Chain Management (SCM) serving in various functions: Regional Industry Group (= pilot customer management) as well as Knowledge & Product Management.

Her industry experience spans across automotive, chemical to the health domain.



**Klaus Scheile**  
VP Global L&D, Talent and Engagement  
SES

Klaus Scheile is Vice President Global L&D, Talent Management, Leadership & Culture at SES. He is passionate about creating career opportunities for every employee and equipping people with the skills needed to succeed in a fast-changing world.

At SES, Klaus leads global initiatives that build learning cultures, strengthen leadership, and prepare the workforce for the future. With a strong belief that space has the power to make a difference, he brings the SES values to life—thinking beyond today, fostering collaboration, and ensuring that #peoplemakeithappen.

As a speaker, Klaus shares insights on shaping skills-based organizations, embedding learning into daily work, and empowering people to go #beyondboundaries.



**Sherif Abdel-Tawab**  
Regional Learning Program Manager  
- Europe  
Nestlé

Sherif is an accomplished professional with over 20 years of experience, including more than a decade specializing in learning and development. He has successfully held regional positions across the Middle East, Africa, and Europe. At Nestlé, where he has worked for nearly 20 years, Sherif has played a pivotal role in talent assessment, identifying skill gaps, and designing effective learning solutions. His expertise includes developing comprehensive training materials and delivering targeted training programs that enhance employee capabilities. Sherif's commitment to fostering talent and creating impactful learning experiences has significantly contributed to organizational growth and development.



**Pauline Rebourgeon**  
Head of Learning Technology  
and Innovation, Global L&D  
Ericsson

Pauline Rebourgeon is Head of Learning Technology and Innovation at Ericsson. She leads global learning innovation with a focus on embedding and scaling AI in learning. With over 15 years of experience in Learning & Development and learning technology, her background combines learning design with strong technical expertise in emerging technologies. At Ericsson, she drives hands-on experimentation through the Learning NEXT community, helping the learning community test, learn, and scale AI-enabled learning while balancing innovation, quality, governance, and real-world constraints.



**Fabio Sacoman**  
Vice President, Learning & Development  
Expedia Group

Fabio Sacoman is Vice President of Learning and Development at Expedia Group, based in London, UK. He structured the learning function as a COE for HR, driving measurable business impact through high quality learning experiences while optimizing processes and resources. Fabio leads Expedia's AI curriculum (building AI literacy, accelerating adoption and measuring impact) and drives culture work to accelerate the leadership behaviours the company needs. He orchestrates cross discipline integration across Talent, Learning, Culture and OD, partnering with HRBPs as performance consultants to solve business challenges.

Previously he spent nearly 18 years at SETA Consulting, scaling it from a startup into a multinational and delivering global learning and transformation programs for clients such as GE, Sanofi, Mastercard and Baker Hughes. He began his career in business excellence at GE across South America and Mexico.

Known for a strategic, empathetic, results oriented style, Fabio brings practical frameworks and real world experience to help leaders and organisations perform at their best.

# Registration Form

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## Delegate Pass

- 2-Days Summit + Workshop
- Interactive Focus Sessions
- Discussions with Industry Experts and Peers
- Complimentary Networking Dinner
- Post-Conference Documentation Package
- Delegate List
- Certificate of Attendance

~~1595 euro~~

**1295 euro**

For registration completed  
by **February 6th**

Promo Code  
**LD300**

## Group Pass

- 2-Days Summit + Workshop
- Interactive Focus Sessions
- Discussions with Industry Experts and Peers
- Complimentary Networking Dinner
- Post-Conference Documentation Package
- Delegate List
- Certificate of Attendance

~~1595 euro~~

**1195 euro**

For registration completed  
by **February 6th**

Promo Code  
**LD400**

## Online Pass

- 2-Days Summit + Workshop
- Interactive Focus Sessions
- Discussions with Industry Experts and Peers
- Virtual Networking Opportunities
- Access to the Entire Event from the Comfort of your Home
- Possibility to Share Branded Materials with the Audience
- Post-Conference Documentation Package
- Delegate List
- Certificate of Attendance

**699 euro**

## Branding Package

- 1 Delegate Pass
- 2-Day Access to all Summit Sessions
- Branded Roll Up Display
- Discussions with Industry Experts and Peers
- Complimentary Networking Dinner
- Post-Conference Documentation Package
- Delegate List
- Certificate of Attendance

**Limited availability**

**3499 euro**

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