



SoL European Forum 2012, Stockholm

INVITATION and CALL for contributions/proposals/workshops

The Society for Organizational Learning invites proposals for contributions to The SoL European Forum program.

The Forum will be held in **Stockholm, Sweden - May 21-23, 2012**. About 300 participants (SoL members and friends from Europe and Globally), are expected to attend; executives, managers, large corporations, governments and nonprofit Organizations, researchers and consultants, sponsors and potential new SoL members. Stockholm, also known as The Nordic Venice, is situated at the Baltic sea, surrounded by water and beautiful nature. The sea is ever present with its unique flora and fauna and the breathtaking archipelago with about 30,000 islands, skerries and rocks.

Hosted by SoL Sweden, the Forum will focus on "**TRANSFORMATION OF VALUES AND ORGANIZATIONS IN A NEW REALITY**". The aim is to explore the shift taking place in Europe right now and it's challenge for our corporations and societies.

In the business environment multinational companies have become one of the strongest global forces while being more and more challenged by a rapidly shifting economy. Simultaneously a broad wave of social entrepreneurship and innovation is emerging. New business models are rapidly emerging, built on transparency and collaboration in cooperation with consumers and competitors. A combined ***economical, ecological and social shift*** changes the reality for leadership both in organizations and society at large.

The fundament of the new generation of leadership ***comes down to people***, to you and me and what we can achieve together. It's not a question of age, it's about our ability and courage to take a new leadership in our personal and professional lives. It raises questions such as; how do we want to lead and be led, how do we want to organize and be organized and how can we inspire and be inspired?

We emphasize fresh thinking and action in the face of shifting realities and the SoL perspective of ***Organizational Learning and systemic change***. Our aim is to reinforce the creative orientation that produces a confidence to let go of old habits and beliefs.

Please find enclosed more detailed information on how to prepare your submission for the Forum.

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CALL for contributions/Proposals/workshops

We want to provide and encourage a large variety of contributions:

1. **Workshops**
2. **Presentations**
3. **Poster sessions and the Marketplace**
4. **Storytelling**, being a narrator/storyteller at the learning tables/circles (invitation for storytellers will be sent out separately)

Plenary and concurrent sessions and a marketplace will explore issues of:

1. How can we contribute to the **systemic change** going on at all levels of society (economy, ecology, politics, ...)?
2. Is there a need for a **new generation of leadership**?
3. How can we, as a SoL community, engage our **collective intelligence** to address today's challenging issues?

We are seeking original contributions that can deepen our understanding of these questions. Proposals may offer new theoretical perspectives, contribute new research findings, share experiences and learning from practical projects, or create new learning opportunities through group interaction. We invite proposals to create '**learning laboratories**' based on work challenges you face as practitioners, academics or consultants.

Possible 'learning laboratory' formats

- Mind maps
- Force Field Analysis (FFA)
- Video
- Simulation game/design
- An artistic symbolic representation
- A collection of quotes or extracts demonstrating your learning
- A decision tree showing the journey of your work
- Interactive Case Study
- Poster session
- Dialogue
- Panel discussion
- Others...

This paper provides **information** to assist you in preparing your **submission** for the Forum, including:

- * Objectives
- * Overall design
- * Suggested contributions
- * Criteria for proposals
- * Submission process
- * Deadlines
- * Who are we?

Objectives of the Forum

The Forum will be highly interactive with a European focus but open to global SoL Society. We want to co- create an experience of learning together. We intend to:

- * Expand our capacity to collaborate across cultures and sectors by creating new connections and deepening our sense of community
- * Improve our capacity for reflection and for developing more open and participative ways of addressing the immense challenges that we face.
- * Share our strengths, capabilities, and knowledge so that the endeavours of SoL and its members are recorded and made widely available.

The **Design** of the Forum

The Forum agenda will be a mix of whole group and small group sessions, encouraging interaction among all participants. Specific design elements are likely to include: plenary sessions with groups of contributors sharing how their work addresses one of the core questions of the Forum; learning tables where narrators bring their practical stories to exchange with participants; concurrent sessions where smaller groups explore experiences and lessons learned; and a marketplace where people can exchange knowledge in a very informal way.

How can I **contribute**?

Collaborative learning is a key aspect of the Forum and a core principle of SoL. We are therefore seeking contributions in a variety of forms that offer opportunities to engage and interact:

- * Workshops fully engaging participants in activities enhancing personal and organizational capabilities
- * Practitioner papers on projects especially related to organizational learning and systemic change, sharing challenges and lessons learned
- * Academic papers reporting current / ongoing research
- * Learning explorations collaborating with attendees to discover new insights and co-create new solutions to questions and challenges arising from current projects
- * Posters recording completed and ongoing application of organizational learning principles to improve work conditions, business performance etc.
- * Contributions to a Marketplace. Contributions to the marketplace may be in addition to any of the above formats. The marketplace is a learning exchange displaying contributors learning wares. Contributors will display (handouts, toys, mementos, cards, etc) carrying messages to inform and entertain Forum participants and exchange with fellow contributors. The Marketplace will be located in the venue lobby and is something typical for Sweden like the Souq was for Oman at the Global Forum in 2008.
- * Other - In the spirit of SoL as a Learning Community we will also consider contributions that do not conform to these formats but do address SoL principles.

What do I include in my **submission**?

- * Relevance to our theme: how your session addresses our theme and key issues
- * Contribution to SoL knowledge: indicate contributions to advancing knowledge and connections with current SoL research and practice
- * Consistency with the principles of SoL: how you integrate organizational learning principles into your work
- * Interactive learning experience: incorporation of active means of engaging participants with your knowledge
- * General interest: how your contribution helps SoL community members advance their work in other contexts

How do I **submit** my **proposal** to contribute?

You can submit your proposal on-line to: info@solsweden.org. The site www.solsweden.org will within shortly provide guidance in describing your proposed contribution. You will need to include the following:

- * Names and contact details of principal contributors, for workshops at least 2.
- * A title for your contribution - giving a quick indication of its central focus.
- * A 300 word description - essential to indicate how your proposal addresses the Global Forum themes.

Academic papers will use the form of a standard abstract.

Practitioner papers will be a descriptive picture indicating processes/principles used current situation, future intentions, etc.

Posters will indicate key messages.

Workshops will state how the experience will benefit participants and relates to the Forum theme.

The "normal" workshop time is 40 minutes. You could also run a 40 + 40 min workshop.

Other' formats will clearly indicate the nature of the experience/process being proposed.

Your proposal must be submitted by December 31, 2011. Visit the site above www.solsweden.org. You will receive a confirmation of submission. Questions regarding your proposal may be mailed to info@solsweden.org

Further Session Requirements

- * The language of the European Forum is **English**
- * The Program Committee will advise all contributors about the status of their proposal in Feb. 2012.
- * Presenters are expected to register for the Forum before 31 January as a condition for final acceptance. (A limited number of scholarships will be available).
- * You may also be asked to further collaborate with others to co-create a learning session, if the topics and available time suggest such collaboration. Final detailed descriptions and session materials will be required by the end of February 2012.

When do I need to act? **Deadlines:**

December 31, 2011 - Last date for submissions

January 31, 2012 - Registration deadline for session presenters (some scholarships available).

Updated session description due for web site and brochure.

February 15, 2012 - Notification to contributors

March 15, 2012 - Draft program available

March 31, 2012 - Description for Forum web site; participant materials; audio-visual/logistic needs

Who are we?

The **Society for Organizational Learning**, SoL, is a nonprofit global membership network that connects organizations, researchers, and consultants to create and implement knowledge for fundamental innovation and change. SoL members engage in a variety of forums, projects, and learning opportunities through which we expand our capacity for inspired performance and create results together that we could not create alone.

SoL was founded in 1997 as an outgrowth of the MIT Center for Organizational Learning, led by Peter Senge and a small group of innovative companies committed to cross-organizational learning.

Today there are more than 40 local SoL communities around the world organized around both issues and geography, at various stages of development, engaged in an impressive diversity of action learning initiatives. More information is available at www.solonline.org/communities .

In November 1999, the 1st SoL Europe Conference was held in Bordeaux, France. In In 2003, SoL's local coordinators convened the first Global Forum in Helsinki, Finland. 2005 there was the second Global Forum in Vienna, Austria and 2008 the third one in Muscat, Oman. 2012 will be The SoL **European Forum**.

SoL Sweden (www.solsweden.org) will host the Forum. Since SoL Sweden's inception in 1998, it has worked to create conversation space for local leaders from across the region to reflect on issues, to share perspectives, and to pursue opportunities for collaborative action. The mission of SoL Sweden is to build a capacity for profound systems innovation and change by promoting dialogue and collaboration across all sectors of society: business, government, education, and non-profit civic organizations.