

IMPACT OF THE MEGATRENDS

ON LEADERSHIP,
ORGANISATIONAL CULTURE
AND EXCELLENCE



EFQM
Leading Excellence

8 JUNE 2018 - SHARING THE
OUTCOMES OF THE
EFQM COMMUNITIES OF
PRACTICE 2017

**WE WOULD LIKE TO INVITE YOU TO
THE EVENT DEDICATED TO SHARING
THE OUTCOMES OF THE EFQM
COMMUNITIES OF PRACTICE 2017.**

**THIS EVENT WILL TAKE PLACE ON 8TH
OF JUNE 2018 AND WILL BE HOSTED BY
GC EUROPE IN LEUVEN, BELGIUM.**

EFQM is a not for profit membership foundation with 25 years' experience of supporting organisations, from Europe and beyond, reach sustainable Excellence and even exceed it. With its carefully designed portfolio of services and a network strong of 30.000 organisations from all sectors, size and maturity, EFQM is recognised by institutions and acknowledged by leaders as a partner to success/as a key partner to success.

EFQM is also the custodian of the EFQM Excellence Model, a non-prescriptive framework created by a team of experts from industry and academia that can be used to gain a holistic view of any organisation, regardless of size, sector or maturity. Since its inception, the EFQM Excellence Model has been a blueprint for EFQM members and organisations across and beyond Europe to develop a culture of excellence, drive innovation, and improve results.

IMPACT OF THE MEGATRENDS ON LEADERSHIP, ORGANISATIONAL CULTURE AND EXCELLENCE

EFQM COMMUNITIES OF PRACTICE 2017

In June 2017, EFQM launched the new cycle of the EFQM Communities of Practice (CoP) giving the opportunity to EFQM Members to share their experience with others on a specific topic and use this learning to generate new and innovative approaches that may be of benefit to the wider community. The CoPs 2017 were dedicated to the following topics:

- CoP 1: The Future of the EFQM Excellence Model
- CoP 2: How to develop the Organisational Culture to achieve excellent results
- CoP 3: Role Models of leaders in excellent organisations.

WHY MEGATRENDS?

Megatrends are shaping the future of businesses around the globe by impacting many organisational functions such as: marketing, R&D budget spending, product planning & development, HR Management, technology planning or innovation. They matter because they help us prepare our business for the future.

The Megatrends have been the common point of all three CoPs 2017 as all CoP teams have recognised the importance of the global shifts and changes in the external environment of the businesses on their ability to build a sustainable future. Therefore, we have decided that the Impact of the Megatrends on Leadership, Organisational Culture and Excellence, would be the theme we will dedicate this event to.

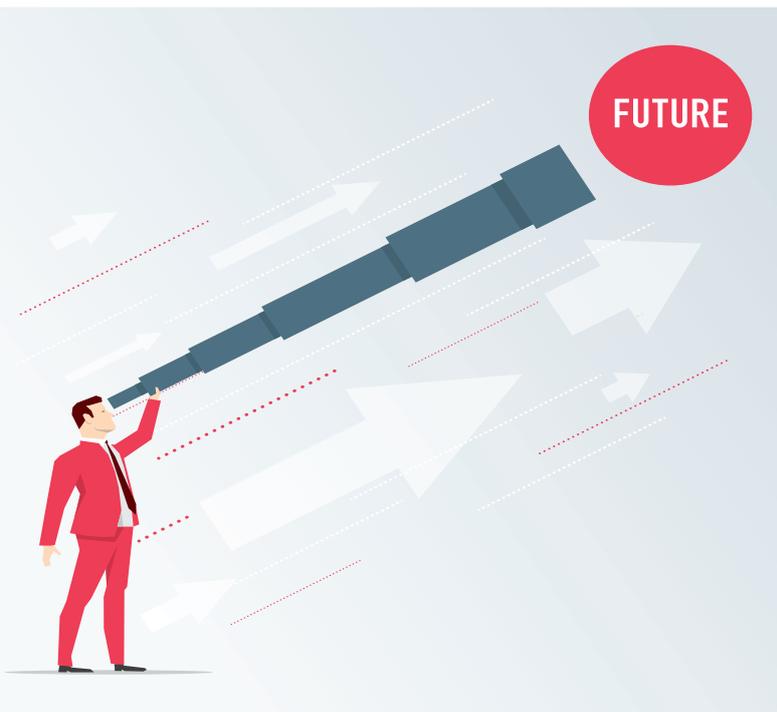
During this event, apart from sharing the outcomes of the EFQM CoPs 2017, we will also try to answer the following questions:

- What are the current main challenges within the area of Leadership, Culture and Agility that pose the biggest challenges for organisations today and in the near future?
- What are the main aspects in those areas organisations should focus on next to address these challenges?

This event creates an opportunity for EFQM Members and Members of our National Partners to learn about the work and the output of the EFQM CoPs 2017. On the next pages you will find more detailed description of each the CoPS.

"Megatrends are global, sustained, macroeconomic forces of development that affect business, economies, societies, cultures, and personal lives. In essence, these trends –such as urbanisation, connectivity and convergence–will define our future world."

Frost & Sullivan



CoP 1: THE FUTURE OF THE EFQM EXCELLENCE MODEL

WHAT WAS THIS COMMUNITY ABOUT?

“The Future of the EFQM Model” was proposed by EFQM as one of the subjects to be explored in the 2017 CoPs cycle. As we expected, it was met with unusual interest from our Members, turning out to be our biggest CoP Team that year.

The purpose of the EFQM CoP 1 “The future of the EFQM Model” was to contribute towards making the Model fit-for-future. This team has evaluated the future viability of EFQM Excellence Model by studying the megatrends which are reshaping the world of organisations, industries and wider society and investigated how other excellence models and standards react to these movements. In short, this CoP has focused on establishing “what evolutions in the current EFQM Model are needed for the future?”

“I used the opportunity to shape the future of EFQM Model and to demonstrate the importance of adaptation of EFQM Model 2013 through my commitment and my efforts in supporting this CoP project. I am eager to see the next steps in order to make the EFQM Model fit for the future.”

CoP 1 Team Leader
Mozhgan Sadr, VAMED-KMB

THE TEAM MEMBERS

Participants in this CoP are coming from organisations such as:

- VAMED-KMB
- Seçkin Consultancy and Training Co.
- Bosch Turkey
- BQF
- Centre Hospitalier Neuropsychiatrique (CHNP)
- Club Excelencia
- Grundfos Magyarország Gyártó Kft.
- Laatukeskus Excellence Finland
- Philips Lighting
- Quality Scotland
- Robert Bosch Bamberg Plant
- Siemens
- Wheatley Group

CoP 2: HOW TO DEVELOP ORGANISATIONAL CULTURE TO ACHIVE EXCELLENT RESULTS

WHAT WAS THIS COMMUNITY ABOUT?

This team analysed two Award-winning organisations; Robert Bosch Blaichach Plant and Andayuntamiento de Alcobendas in search for examples of great organisational culture. The team has used the EFQM's definition of culture as well as the Edgar Schein's model as a framework for their analysis. Identified examples have been tested against the megatrends to distinguish between great culture and future-proof culture.

In short this CoP investigated the following questions:

- What is the effect of applying the EFQM Model to an organisational culture?
- How to get from good to a culture of Excellence?

"The only thing of real importance that leaders do is to create and manage culture. If you do not manage culture, it manages you, and you may not even be aware of the extent to which this is happening."

Edgar Schein

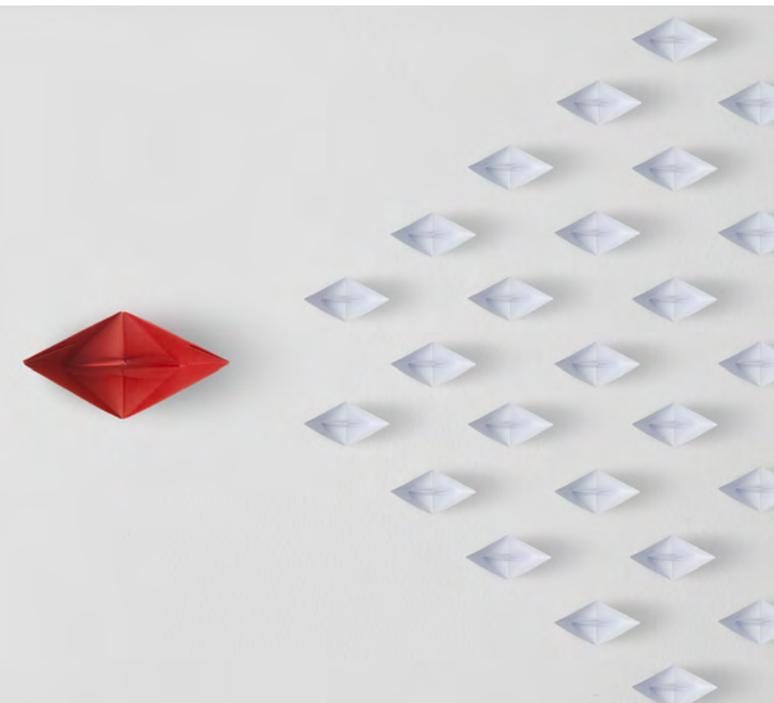
Organizational Culture and Leadership (1985)

THE TEAM MEMBERS

Participants in this CoP are coming from organisations such as:

- PosAm, spol.
- Phoenix Park Gas Processors Limited
- GC Europe
- Philips Lighting B.V
- Taheel Altamyuz Trading Company
- T-Systems Multimedia Solutions GmbH





CoP 3: ROLE MODELS OF LEADERS IN EXCELLENT ORGANISATIONS

WHAT WAS THIS COMMUNITY ABOUT?

The purpose of the CoP3 “Role model of leaders in excellent organisations” was to investigate what are the essential leadership qualities and typical behaviours that the role model leaders have in common. In order to create this profile, the team has created a survey which was disseminated throughout EFQM Excellence Community.

The qualities and behaviours identified were put into the context of today’s organisational environment shaped by the key trends and linked to the findings of the book "Leadership 2030: The Six Megatrends You Need to Understand to Lead Your Company Into the Future" by Georg Vielmetter & Yvonne Sell.

The outcome of this CoP will help leaders to identify and nurture the essential leadership qualities and characteristics in order to “Lead with Vision, Inspiration and Integrity”. The content presented will also steer discussion in the EFQM community as to the kind of leadership qualities that are linked with this Fundamental Concept and how current trends could potentially affect it.

THE TEAM MEMBERS

Participants in this CoP are coming from organisations such as:

- bmbg consult
- European Investment Bank
- Centre Hospitalier Neuropsychiatrique (CHNP)
- CPC Unternehmensmanagement AG
- Mando Corporation Poland
- Robert Bosch (France) SAS / Rodez
- Tknika

"I know of no single formula for success. But over the years I have observed that some attributes of leadership are universal and are often about finding ways of encouraging people to combine their efforts, their talents, their insights, their enthusiasm and their inspiration to work together."

Queen Elizabeth II

8 June 2018

ABOUT THE DAY

Agenda of the day

08:45	Arrival & registrations
09:15 - 09:45	Welcome by EFQM
09:45 - 10:30	Introduction to the Megatrends
10:30 - 10:45	Coffee break
10:45 - 11:45	Impact of the Megatrends (work in groups)
11:45 - 12:15	Wrap-up & conclusions of the groupwork
12:15 - 13:15	Lunch
13:15 - 14:50	Presentation CoP Team 1 + Q&A
14:50 - 15:25	Presentation CoP Team 2 + Q&A
15:25 - 16:00	Presentation CoP Team 3 + Q&A
16:00 - 16:15	Conclusions & discussion
16:15 - 16:30	Wrap-up of the day

Location



GC EUROPE - Head Office - Campus

Researchpark Haasrode-Leuven 1240
Interleuvenlaan 33
B-3001 Leuven, Belgium

Hotel Suggestions

Park Inn by Radisson Leuven Hotel ***

Martelarenlaan 36,
3010 Leuven, Belgium
Phone: +32 16 61 66 00

Registration Process

PLEASE NOTE THAT THERE IS ONLY A LIMITED NUMBER OF SEATS AVAILABLE!

To register please send an email to: info@efqm.org including following information for each participant (Max 2 per company):

- Full name;
- Position;
- Company Name;
- Country;
- Phone Number;
- Email address;
- I'm a member of (EFQM or name of the National Partner);





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