



# Towards an agenda for 2020 and beyond Leadership Skills for the High-Tech Economy

EXPERT WORKSHOP

## Best Practice Initiatives, Lessons and Recommendations

22 September 2016, 10:00 – 17:00 h

EU Liaison Office of the German Research Organisations  
(KoWi), Rue du Trône 98, 1050 Bruxelles, Belgium

### Background

The European Commission has been at the forefront of policy initiatives in addressing ICT related skills issues. In 2007, the Communication “e-Skills for the 21st Century: Fostering Competitiveness, Growth and Jobs” set the basis for a long term EU e-skills strategy aiming to respond to the growing demand for highly-skilled ICT practitioners. Launched in 2013, the Grand Coalition for Digital Jobs has been successful in attracting around 100 stakeholder pledges offering training, apprenticeships, placements etc. In 13 Member States, national coalitions have been set up and more are planned.

The Commission adopted a new Communication on "New Skills Agenda for Europe" on 10 June 2016.

Building on previous achievements, the promotion of leadership skills in an increasingly high-tech economy and the provision of a large talent pool of highly-skilled entrepreneurs, managers and professionals, require a new comprehensive agenda. It needs also to take high-tech skills education and entrepreneurship policies fully into account, address labour market disruptions resulting from new technological developments and integrate new analyses of leadership skills for liberal professions such as accountants and lawyers. While software will be given a priority, it should be broad enough to exploit synergy with emerging leadership skills requirements in businesses exploiting advanced manufacturing technologies and key enabling technologies, and is to be explicitly international in scope.

**A group of leading experts will be invited to this workshop. It will include representatives from initiatives and multi-stakeholder partnerships which have been identified as best practices in Europe.** They will present and share their experiences and achievements and discuss their possible roles in and contributions to an agenda for 2020 and beyond and their views as to the (policy) actions to be taken to address the challenge at European and national level and by industry, education and training and other stakeholders.

This initiative has been launched by the European Commission (Directorate-General for Internal Market, Industry, Entrepreneurship and SMEs) in September 2015. An interim report has been released in June 2016. **Experts will also be asked to critically review the interim results and make recommendations for further proceeding and their role in and contributions to this process.** Further expert workshops being organised and the final results will presented at a high-profile conference on **26 January 2017** in Brussels

**This workshop is the third in a series of four and provides a unique opportunity for the invited experts to discuss the current situation, latest and future developments and provide their views and visions as to the future and necessary (policy) action and thereby directly shape and impact European and national Member State policy development for the coming years.**

## DRAFT Agenda

10:00	<p><b>Welcome and Introduction</b></p> <ul style="list-style-type: none"><li>• European Commission Policy Background</li><li>• The service contract 'Leadership Skills for Digital and Key Enabling Technologies'</li><li>• The 'Agenda for e-Leadership in Europe 2016-2020'</li></ul> <p><b>André Richier, European Commission DG GROW</b> <b>Werner B. Korte (Director), empirica GmbH</b></p>
10:30	<p><b>Best practice initiatives, policies and partnerships on leadership skills for the high-tech economy: contributions and roles in setting a European Agenda for 2020 and beyond</b></p> <p><b>Presentation format:</b></p> <ul style="list-style-type: none"><li>• Initiative description</li><li>• Partnership</li><li>• Lessons learnt</li><li>• Activities and next steps in 2016</li><li>• Views on a European agenda 2020 and beyond:<ul style="list-style-type: none"><li>○ Relevance, necessity and urgency of action</li><li>○ Recommended topics and agenda items</li><li>○ Own contributions</li><li>○ Possible own role</li></ul></li></ul> <p><b>(5" minutes / best practice)</b></p> <p><b>Leadership skills for the high-tech economy: Entrepreneurship and start-up training &amp; accelerators</b></p> <ul style="list-style-type: none"><li>• <b>Entrepreneurship Center Network</b> (<i>Rudolf Dömötör, Director WU Vienna Entrepreneurship Center, Austria</i>)</li><li>• <b>iMinds - inspire, train and coach the next generation of ICT entrepreneurs</b> (<i>Hans de Canck, iMinds, Human Capital, Belgium</i>)</li><li>• <b>Start-up Estonia</b> (<i>Mikk Vainik, Ministry of Economic Affairs and Communications, Estonia</i>)</li></ul> <p><b>Discussion</b></p> <p><b>Leadership skills for the high-tech economy: New education and training, excellence and mentoring partnership initiatives</b></p> <ul style="list-style-type: none"><li>• <b>Academy Cube – the world's smartest talent platform</b> (<i>Bernd Boeckenhoff, Academy Cube, CEO, Neustadt, Germany</i>)</li><li>• <b>DiTex: Digital Talent Executive Program</b> (<i>Nacho de Pinedo, CEO, Fátima Gallo, Talent Manager, ISDI Institute for the Internet Development, Madrid, Spain</i>)</li><li>• <b>e-Leadership MBA curriculum and programme</b> (<i>Goran Radman, Vice Dean for International Cooperation and Head of IgBS MBA Program, Algebra University College, Zagreb, Croatia</i>)</li><li>• <b>LEAD 3.0 Academy – a knowledge alliance for strategic e-leadership skills development</b> (<i>Maria Laura Fornaci, Senior Project Manager, Fondazione ISTUD, Italy</i>)</li><li>• <b>PROMPT – Professional Master's Education in Software Development</b> (<i>Malin Rosqvist, Research Coordinator and PROMPT project manager, Mälardalen University, Sweden</i>)</li><li>• <b>Expertise for Innovation (Expertenkompetens för innovation)</b> (<i>Olle Vogel, Programm Coordinator, KK Stiftelsen (Knowledge Foundation), Stockholm, Sweden</i>)</li><li>• <b>Demola Network - Building The World's Strongest Innovation Ecosystem</b> (<i>Jarmo Tuominiemi (Demola Network Development Director, Finland) (t.b.c.)</i>)</li></ul> <p><b>Discussion</b></p>
13:00	<p><b>LUNCH</b></p>
14:00	<p><b>Leadership skills for the high-tech economy: National policies and programmes</b></p> <ul style="list-style-type: none"><li>• <b>ICT Skills Action Plan 2014 – 2018</b> (<i>Gerard Walker, Senior Policy Advisor, Education and Skills Policy Unit - Strategic Policy Division, Department of Jobs, Enterprise and Innovation, Dublin, Ireland</i>)</li><li>• <b>UK Government Digital Strategy</b> (<i>Sandy Grom, UK Department for Culture, Media &amp; Sport, London, UK</i>)</li></ul>

- **Reports about policies and initiatives outside Europe:**
  - a. **Digital Talent – Road to 2020 and Beyond and other initiatives (Canada)**
  - b. **TechHire Initiative (USA)**
  - c. **IT Skills Monitoring (Japan)**

*(Werner B. Korte, empirica GmbH, Bonn, Germany)*

**Discussion**

**Leadership skills for KETs**

- **Festo Didactic CP Factory learning and research platform Industry 4.0 (t.b.c., Germany) (t.b.c.)**
- **IMEC (Roger de Keersmaecker, former Senior Vice President of IMEC, Belgium) (t.b.c.)**
- **3DPRISM (Emir Demircan, CECIMO, Europe)**
- **Report about:**
  - a. **UK Futures Programme – Skills for innovation in manufacturing**
  - b. **Singapore Institute of Manufacturing Technology - Knowledge Transfer Office**
  - c. **Digital Manufacturing and Design Innovation Institute (USA)**

*(Mark Lengton, PwC, Utrecht, The Netherlands)*

**Discussion**

16:30

**Wrap-up**

16:45

**Conclusions and Next steps**

- **André Richier, European Commission DG GROW**
- **Werner B. Korte (Director), empirica GmbH**

**Workshop venue and location**

EU Liaison Office of the German Research Organisations (KoWi)  
Rue du Trône 98  
1050 Bruxelles



**Contact in case of problems and questions**

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