**Call for Speakers & Papers**

**Proposal for Speaker Form - to be completed for each speaker.**

Speaker Name: Bjarte Bogsnes

Job-Title: VP Performance Management Development

Company: Statoil

Speaker Biography: Bjarte Bogsnes has a long international career, both in Finance and HR. He is currently heading up the Beyond Budgeting implementation at Statoil, Scandinavia's largest company with operations in 33 countries and a turnover of 130 bn USD. On Fortune 500, the company was recently ranked #1 on Social responsibility and #7 on Innovation. Transparency International has named Statoil the most transparent listed company globally.Bjarte is Chairman of Beyond Budgeting Round Table Europe (BBRT), and is a popular international business speaker and winner of a Harvard Business Review/McKinsey Management Innovation award. He is the author of "Implementing Beyond Budgeting - Unlocking the Performance Potential", where he writes about his implementation experiences. Statoil realized that traditional leadership and management practices no longer work in today's competence organizations operating in business environments more complex, dynamic and unpredictable than ever. The company implemented innovative alternatives to traditional management, like abolishing traditional budgets and calendar-based management in favor of more decentralized, agile and human processes.

Speaker LinkedIn page: See LinkedIn

Session Title(s): The End of Performance Management (as we know it) –

The problems with traditional management, including budgeting- The Beyond Budgeting principles and companies on the journey- Statoil's "Ambition to Action" model; - redefining performance - dynamic and relative targets and a holistic performance evaluation - dynamic forecasting and resource allocation and no traditional budgets - from calendar-driven to event-driven; a more self-regulating management model – The need for Finance/HR cooperation - Implementation experiences and advice

Session Overview Abstract / Summary (100-200 words): See bio and session title

Presentation format: Powerpoint

Why this presentation is unique / diffferent? It challenges a lot of traditional beliefs on Performance Management , but also provides concrete and tested alternatives

What are the key learnings?

Testimonials / Recommendations:

List any recent presentations the speaker has given: Keynote Agile2014 in Orlando, 2000 participants

Links to Youtube / Slideshare or other online resources: https://www.youtube.com/watch?v=Ed1g\_Crw6v8

(You may also attach any presentations or videos that you feel will help.)

**Your / Speaker Contact Details**

Your name: See above

Your title: See above

Your Company: See above

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Website:

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Linked In:

*Note: Kindly attach a high resolution colour JPEG-300dpi; 1500 wide pixel resolution profile picture and Vector format company logo, these will be used to promote the session, the speaker and the company prior to and on the day of the conference.*