

Sample Program Agenda – Subject to Change

Live Online Sessions

Session 1 1:00 PM – 2:00 PM	PROGRAM LAUNCH AND GUIDED COURSE PREPARATION (1 hr) Participant introductions, issue definition, and goal identification individually and in small groups. Participants draft a strategy analysis of their organization’s challenge, vision, and performance goal for the BILT-Lab program.
Session 2 11:00 AM – 12:00 PM	STRATEGY ANALYSIS SESSION (1 hr) Participants share their analyses in small groups and receive feedback on their goals from expert coaches and CEOs who have led this type of work.

MIT Sloan, Cambridge, Massachusetts

DAY 1

7:30 – 8:15 AM	BREAKFAST & REGISTRATION
8:15 – 9:15 AM	INTRODUCTIONS & GOAL REVIEWS Participant introductions, goal sharing, and review of virtual work. How does your organization’s innovation and talent strategy tie into the regional talent pipeline, sustainability, and economic development strategy? <i>Kate Isaacs & Tom Giordano</i>
9:15 – 10:15 AM	CASE STUDY: INNOVATION, GOOD JOBS, SUSTAINABILITY, & COMMUNITY BENEFIT Deep dive case study on an energy company, followed by a facilitated discussion. <i>Dave Foster & Kate Isaacs</i>
10:15 – 10:30 AM	BREAK
10:30 – 11:30 AM	BIG PICTURE ON THE FUTURE OF WORK, INCLUSIVE TALENT DEVELOPMENT, AND SUSTAINABILITY How is work changing? What are key technological and generational trends? What do employers and employees need and want? How can companies drive systems change to understand and shape technologically-driven societal impact towards more just, ethical, and sustainable outcomes?

Christine Ortiz

11:30 AM – 12:00 PM MORNING REFLECTION, INTEGRATION & PEER LEARNING

12:00 – 1:00 PM LUNCH

1:00 – 2:45 PM INNOVATION AND THE STORY OF PLACE

What is the history and the unique story of your community? How can you tell your Story of Place and bring stakeholders together to create an inclusive future?

John Rice, First Nations Ojibwe Elder Knowledge Keeper and Shira Springer

2:45 – 3:00 PM BREAK

3:00 – 4:00 PM WORKING SESSION: FIRST DRAFT ACTION PLAN

Participants will refine their strategies for their organization and develop a draft action plan. They will receive feedback from faculty, business leaders, and coaches.

Kate Isaacs & Tom Giordano with Expert Coaches

4:00 – 5:30 PM LEADING ORGANIZATIONAL AND SYSTEMS CHANGE

This session examines how individuals approach and lead organizational change. Participants will be able to evaluate their pathways to achieving their organizations' strategic goals through these lenses.

Roberto Fernandez

5:30 – 6:30 PM RECEPTION

DAY 2

7:30 AM – 8:00 AM BREAKFAST

8:00 – 8:30 AM REFLECTIONS & LEARNING CIRCLE

8:30 – 9:00 AM MORNING SKILLS SESSIONS

9:00 – 10:15 AM INSIDE YOUR WALLS: INCLUSION, BELONGING, AND GOOD JOBS

A 7-stage guide and a 3-L model of Listening, Learning, and Loving for leaders and people at all levels to create more inclusive environments that honor and value diversity.

Malia Lazu

10:15 – 10:30 AM BREAK

10:30 – 11:30 AM LEADING AN INNOVATION ECOSYSTEM: WHAT IS YOUR COMPANY'S INFLUENCE?

This session introduces MIT Sloan's framework for cultivating innovation-driven ecosystems with a focus on the role of companies as key leaders and stakeholders.

Phil Budden

11:30 AM – 12:30 PM LEADING INCLUSIVE COMMUNITY ENGAGEMENT

Leaders will consider what it means to build beloved, just, and equitable communities for everyone to thrive.

Ceasar McDowell

12:30 – 1:15 PM LUNCH

1:15 – 2:15 PM WORKING SESSION: CONSOLIDATING YOUR STRATEGY, PLAN, AND PITCH

Participants refine their strategies with the insights from the morning sessions and prepare their pitches with time to receive feedback from their peers and faculty coaches.

MIT Faculty & Expert Coaches

2:15 – 2:30 PM

BREAK

2:30 – 3:30 PM

PITCHES TO PANEL OF CEOS & INDUSTRY EXPERTS

Participants pitch their strategies and implementation plans to a panel of experts and get feedback and supportive coaching to bring their vision to life.

3:30 – 4:30 PM

WRAP UP & NEXT STEPS

Reflect on key takeaways from the two-day on-campus session and prepare for next steps.

Kate Isaacs & Tom Giordano

Live Online Capstone Session

Session 3

1:00 PM – 3:00 PM

IMPLEMENTING YOUR ORGANIZATION'S STRATEGY (2 hrs)

In this four-week program follow-up session, participants will share their progress, challenges, and future opportunities for their companies and community partners. Faculty will share resources for implementation support.