

BMW Foundation Herbert Quandt Leaders Network

19 June 2026

NETWORK GUIDELINES

As a global network foundation, we believe in the power of collaboration. The BMW Foundation Herbert Quandt Leaders Network unites more than a thousand leaders and experts from over 100 countries across business, policy, science, and civil society. It was launched in the early 2000s as a dynamic component of the Foundation's international activities.

For us, the continuous development of the Network is a key factor to effectively address the biggest challenges of our time. The Network creates a strategic framework for this: it unites decision-makers from all over the world to jointly develop and implement solutions.

These guidelines govern how members engage with the Network, with each other, and with the BMW Foundation. They reflect both our values and the strategic direction of the network for 2026–2028.

Our Values

While innovative economies and resilient democracies are our north star that remind us of where we want to go, our values determine how we want to get there.

Our values apply to everything we do, from our day-to-day work with each other and our network to our biggest decisions.

- **Vision:** Being visionary means that we dare to hope. We use our collective imagination as a tool to be creative and innovative. We dream big, take risks, and launch bold ideas.
- **Kindness:** We acknowledge our interdependence with other people and living beings and the responsibility we have to care for one another. We direct our efforts and intent toward people, community, and the environment with respect, generosity, and clarity.
- **Dignity:** We welcome and respect differences in personalities, identities, and perspectives, and we commit to creating environments where these differences can thrive.
- **Pragmatism:** We keep it real, and we use our strategies and methodologies to work efficiently, effectively, and coherently.
- **Trust:** We believe that the key to impactful collaboration is to first build relationships deeply rooted in trust rather than transaction. We value these relationships as an end in themselves, rather than a means.

What Is the BMW Foundation Herbert Quandt Leaders Network?

A global network of leaders and experts from business, policy, science and civil society convened by the BMW Foundation to collaborate on society's most pressing challenges — from energy transition to urbanization to education — and to strengthen an innovative and responsible economy while also promoting an open-minded and future-proof society.

Key features of the Network:

- Built on decision power and execution track record
- Anchored on the Foundation's mission and serving the Foundation's mission and [workstreams](#): Energy Transition & Climate Change, Urbanization & Infrastructure, and Education & Qualification
- Multi-sectoral and multi-generational
- A real collaboration platform, where connections can develop, grow, and lead to tangible impact

Members are expected to engage beyond events. Contribution is continuous: advising on or contributing to initiatives, sharing expertise, opening doors, and championing the Foundation's work within their own networks and institutions.

How It Works

Within the BMW Foundation Herbert Quandt Leaders Network, new collaborations and partnerships emerge across regional, disciplinary, and generational boundaries.

Network activities aim to contribute to the Foundation's mission, strategy, and its Challenge workstreams.

Ultimately, members benefit from a global network that shapes the future. The BMW Foundation initiatives, activities, and flagship events provide an international platform for a high-caliber dialogue beyond our focus areas.

What Does Membership Mean Concretely?

We actively scout new members who we believe can make an impactful contribution to our mission and strategic focus areas. We are especially looking for individuals who combine influence, expertise, excellence, and leadership experience. Membership is by invitation only and voluntary. Participation in BMW Foundation activities and events does not constitute membership in the Network.

Membership is valid for a limited period of time and evaluated at regular intervals.

SELECTION CRITERIA

Membership is based on a systematic, multi-layered assessment. Candidates are evaluated on:

- Influence and recognition in their field
- Knowledge and expertise relevant to the Foundation's mission and challenges
- Proven execution track record and decision-making power
- Leadership attitude and alignment with Foundation's values
- Alignment with the Foundation's statutory purpose

The process includes selection, a formal invitation, and formal acceptance. Each year's intake builds on the Challenge workstreams' and mission's needs of that year, connecting established and emerging leaders.

ONBOARDING

New members participate in an onboarding session with the BMW Foundation team to clarify opportunities, gather ideas, share expectations for the first 12 months, and discuss how they can best engage with the network's ongoing initiatives.

TERM OF MEMBERSHIP AND RENEWAL

Membership is structured around a two-year commitment, with renewal based on continued engagement and active contribution. Membership may be terminated due to violation of these Network Guidelines, the Foundation's statutory purposes, or the Foundation's values.

Members' Responsibilities and Conduct

Membership in the BMW Foundation Herbert Quandt Leaders Network is an active commitment. The following expectations apply to all members across all interactions — in Foundation formats, peer-to-peer engagements, and public representation (if solicited).

CONTRIBUTION FIRST

Members are expected to contribute — not merely attend. This means:

- Engaging with at least one Challenge Cluster initiative within the first 12 months
- Sharing expertise, bridging across sectors and stakeholders, and co-creating with fellow members
- Championing the Foundation's work and mission within their own networks
- Returning to the Network throughout the year, not only at events

HONESTY AND DEPTH

The Network is a space for real conversations beyond surface-level consensus. Members are expected to:

- Bring evidence-based perspectives and distinguish clearly between expertise and opinion
- Engage with complexity and resist the temptation of easy answers
- Challenge each other's thinking constructively and with respect
- Share failures and learnings openly — the Network learns most from honest reflection

RECIPROCITY

The Network's value is co-created. Members who give — knowledge, connections, time, and institutional access — make it more valuable for everyone. Reciprocity is the culture of the network.

INTEGRITY AND CONFLICT OF INTEREST

- We kindly ask you to disclose any engagement or role that could bias or influence your contribution to Network activities. Please review the Network Compliance Guidelines [here](#).
- Recuse yourself from decisions or processes where impartiality may be in question.
- Honor your commitments to the Foundation, to partners, and to fellow members.

RESPECT AND INCLUSION

Members are expected to foster a respectful, inclusive, and harassment-free environment in all Network-related interactions and activities.

TRANSPARENCY

The BMW Foundation encourages open and honest communication between members of the Network and the BMW Foundation, as well as within local and thematic ecosystems.

While protecting members' privacy and complying with the European Union's General Data Protection Regulation (EU-GDPR), the BMW Foundation strives to provide transparent access to information about its work and Network

development strategies through its website and communication. This includes funding decisions and criteria for participation in the Foundation's programs and initiatives.

Communication

As a member of the BMW Foundation Herbert Quandt Network, you carry a meaningful affiliation, one that opens doors and may lend weight to your voice.

Describing your membership: You are welcome and encouraged to mention your membership in your bio, LinkedIn profile, speaker introductions, website, and similar places. Visible membership helps the Foundation's and the Network's work become better known.

A few principles: Be accurate about your role. Use the title you hold. "Member of the BMW Foundation Herbert Quandt Leaders Network" or "BMW Foundation Herbert Quandt Leader" are the standard forms. Please don't use formulations that suggest an official function you don't have, such as "Ambassador," "Representative," or "Spokesperson," unless you've been specifically appointed to such a role.

Keep it current: If you step back from active involvement, please update your bio accordingly (e.g., "Member since 20XX," "Member from XX to XX").

Using our BMW Foundation name, logo, and brand: Our name and logo are how the Network is recognized publicly. To keep them meaningful, we ask members to use them carefully.

You may, without asking:

- Mention the Network by name in your bio, CV, or when introducing yourself
- Reference your membership in interviews, articles, or talks, where relevant
- Link to our website

Please ask us first before:

- Using the Foundation's logo on your own website, materials, or others
- Putting the Network's name on event invitations, project materials, or publications you're producing
- Co-branding any initiative, event, or output with the Network
- Using the Network's name in a way that could suggest the Network is endorsing, partnering with, or financially backing your project

When in doubt, please send a message to globalnetwork@bmw-foundation.org.

Social Media

Most members are active on LinkedIn, X, Instagram, or similar platforms, and we love seeing the Network show up there. A few things to keep in mind:

Speak as yourself, not as the Network. Your posts are your own — your opinions, your tone, your judgment. They are not statements made by the Foundation nor by the Network, even when you mention your membership. If your profile prominently features your Network affiliation and you regularly post on substantive topics, please consider adding a short line to your bio such as: "Views are my own."

This protects both you and the Network: it keeps your voice your own and makes clear that the Network isn't behind every position you take.

Be thoughtful about other members. Please don't tag, name, quote, or post photos of fellow members from Network events without their consent. What happens inside the Network stays inside the Network unless someone has actively agreed to share.

Amplifying the Network's work is great. Sharing our content, congratulating members on their initiatives, posting from events— all welcome. Just stay on the right side of the consent lines drawn above.

A useful self-test: If you wouldn't be comfortable having the post read out at a conference or quoted by a journalist, it's worth a second look before you publish.

Non-official Channels

We are aware that within the Network, opinions, perspectives, and backgrounds are not only expressed at events organized by us or in discussions initiated on specific topics, but that exchanges also take place via other channels, such as WhatsApp groups. Please be aware that such channels are not official BMW Foundation communication channels. These channels do not meet the legal and privacy requirements that the BMW Foundation needs to follow as a European entity. Please therefore note that we cannot monitor or moderate these channels.

However, we recognize the value that a direct communication tool has in connecting Network members and in fostering new collaborations and friendship. Communication via WhatsApp groups or other communication channels should be based on trust and mutual respect. It is the responsibility of all Network members to maintain an appreciative, respectful, and objective tone. Please take care when sharing information, clarify any misunderstandings in direct exchanges, and strengthen the Network through appreciative and constructive contributions.

Confidentiality

We want to provide a space for deep reflection and open discussion. Therefore, we kindly ask you to share insights from Network gatherings of any kind, but not to quote individuals directly without their consent.

Anti-Harassment

The BMW Foundation team and Network members share a responsibility in creating a safe environment for our communities. The BMW Foundation does not tolerate any form of discrimination and harassment in any activity or program, whether Foundation- or Network-driven. This applies to all participants in all settings and locations hosting BMW Foundation formats and associated activities, including virtual convenings, conferences, and social gatherings.

Discrimination is the prejudicial treatment of individuals or groups of people based on race, ethnicity, color, national origin, sex, sexual orientation, gender identity, age, religion, disability, or any other characteristic protected by applicable laws (meaning the law under which an event or engagement takes place). Harassment includes unwelcome advances and any other verbal or physical conduct (for example, of a sexual nature) that creates an intimidating, hostile, or offensive environment.

Discrimination or harassment incidents can be reported to the Collective Intelligence Team (globalnetwork@bmw-foundation.org). Regardless of the context in which an incident has occurred, we kindly request that reports be submitted through this channel. Please always include a concise account of the misconduct, relevant details, and any supporting screenshots or documentation. We are committed to responding within seven days after receiving the report. Upon consultation with the Foundation's Leadership Team, an incident may result in the termination of Network membership.