



Minutes of the 4th Global Meeting, at How-to-Win (HEL Udvikling), Copenhagen, May 18– May 20, 2017

Partners present:			
Jan Maarten Bosch	Van Ede, Netherlands	Alexander Müller	SKP, Germany
Bjørn-Eirik Buschmann	Din Utvikling Consulting AS, Norway	Pat Pahucki	OI Partners, USA (Mas)
Jacques Bussy	Oasys CH, Switzerland	Allegra Piano	OP Solution, Italy
Leo Dittmann jr.	Dittmann Consulting, Czech Republic	Susan Ruhl	OI Partners, USA (Colorado)
Hans Fiedler	Placement Group, Austria	Karina Schildknecht	Mäder & Partner, Switzerland (German speaking)
John Fitzgerald	OI Partners, Ireland	Ling Tyler-Bennett	HDA, United Kingdom
Steve Ford	OI Partners, USA (Mas)	Thom Wharton	OI Partners, USA (Rhode Island)
Claudia Gentner	OI Partners, USA	Alied de Cock	Company Secretary CNI, A'dam (NL)
Chiara Grando	OP Solution, Italy		
Kim Holst	How-to-Win, Denmark	Guests:	
Jerry Knock	Oasys FR, France	Markku Kajjala	Pro-Source, Finland
Geert Meesschaert	Meesschaert & Partners, Belgium	Lasse Pehto	Pro-Source, Finland
Damian Menzies	Choice Career Services, Australia	Camilo Vásquez	VásquezKennedy, Colombia
David Miles	OI Partners, USA (Virginia)	Juan Camilo Vásquez	VásquezKennedy, Colombia

Minutes Copenhagen OIGP global meeting (May 19 – May 20, 2017)

1. Welcome

The Chairman, Jerry Knock, welcomes everyone, especially Marie-Helene Pedersen, Kim's colleague, and our long travelers from the USA (OI Partners) and Australia (Damian Menzies).

The Chairman thanks the host, Kim Holst, for his great help in organizing the meeting and his great hospitality in providing meeting space in his office building.

He also explains the goal of the meeting: 'Working together to win more global and local business'.

2. Presentation of potential CNI partner

A very interesting presentation by Camilo Vásquez (CEO) and his son Juan Camilo Vásquez of [Vásquez Kennedy & Partners](#), Bogotá, Colombia. After discussion it was decided that they will become a partner of CNI. They have good connections in Chili/Argentina, Ecuador, Panama and possibly Peru. See also the enclosed presentation (encl. 2).

3. Future of Work: OIGP Global Research Study 2017 and 2016 ('Survey')

Claudia Gentner gives her presentation on the 2nd Global research Study (2017), managed by her. See presentation (encl. 3).

It is an interesting marketing project which we do together, to be utilized by every partner for marketing purposes.

We started in Toronto, 2016. Lessons learned:

- a. No segregation in branches (e.g. Financial Services, Health Care etc.) anymore,
- b. Not in summer time.

In 2016 we had 209 usable responses, mainly from Australia, Ireland and US. Results were published by a press release and social media/blogs.

The four questions of 2016 were repeated in 2017:

1. Most valued skills
2. Roles at risk
3. Top people challenges
4. Most effective ways to develop talent

(see also presentation).

By asking the same questions we hopefully will see some trends.

The response so far (May 19) amounts 465 completed surveys out of 700 started, see also presentation. In many cases demographics are missing.

Jan Maarten Bosch sent out the questionnaires to all clients in Van Ede's database (4.000). Good exercise to clean up. Response: 170 (ca. 4%).

Claudia points out that more participation from other partners is needed.

4. Marketing tools globally/locally

Damian Menzies explains how CCS is using the survey as marketing tool. They also have a marketing group to follow up ‘Future of Talent Management’. See his presentation (encl. 4).

Followed by a vivid discussion on other marketing tools, e.g. Thom Wharton on OIGP-twitter account.

Further discussion on market changes due to the coming Brexit, like relocation of companies and people. Generates a lot of potential business.

5. Presentation of Novo Nordisk

Fascinating presentation of Mrs. Mette Kondrup Jensen, Vice President of NN, on their project ‘Jupiter’ to lay-off globally big quantities of people. The main reason for this is the big USA market competition in pricing. See presentation (encl. 5).

6. Working groups, discussion on ‘Working together to win more global and local business’

During feedback discussion on ‘companies’. Jerry Knock stresses again that we, as OIGP, must focus on 2nd-tier companies, e.g. INEOS (co-operation between Jerry and Geert to approach this company in Belgium).

Important is, in exchanging info on ‘companies’, to respect the OIGP partner who is ‘owner’ of that company. Most important is to check with ‘owner’ when contacting and to keep each other informed approaching the company in different countries.

We need to know within OIGP who ‘owns’ which company and in what branch. We also need case studies in different branches, to start with Financial Services. Format:

Name of Company (branch)	
Challenges	Solutions
Result - outcomes	

Jerry provides info on Euronews, Orange and Scality, see enclosure 6.

Actions to be taken:

1. Ling will send around the list Susan started (with client names/per partner/per branch, via Dropbox, to be completed by everyone).
2. Case studies in Financial Services (see format above)
3. Jerry will provide a checklist with essentials of management coaching (see Orange and Scality)
4. Jerry will provide format for bio coaches (English and local language).

7. Presentation on Micro learning and the modern learner

Susan Ruhl presents the concept of ‘micro-learning’.

People learn on the job, having little time for learning. It is necessary to re-inforce training. Final goal is behavior change.

Susan offers group programs to reinforce the learning, ILEAD, using a.o. MindMarker.

See presentations (encl. 7 and 8).

8. Joint International Business Development

Jerry Knock informs the latest on GBT (Global Travel), part of AMEX. Other referrals are discussed (see overview sent)

OIGP referral business rules are discussed, see doc ‘CNI referral business rules’ as sent for Copenhagen meeting. Based on this doc Allied will prepare a doc ‘OIGP referral business rules’.

Important rule is that no referral fee is due, after 1 year of business for the same client unless specific contractual arrangements are in place.

Further: no referral fee is due for projects < \$ 1.200,-.

VAT has to be taken into account for business between Canada/Australia and other parts of the world.

Invoicing within Europe (between European countries) is ex VAT. Invoicing between Europe and USA, also ex VAT.

Partners should inform themselves about VAT issues.

9. OIGP Inc. Legals

Steve Ford gives an update on OIGP Inc., registered at the State of Delaware. Standard costs per year:

- a. \$ 175,- for Delaware State Corp. tax
- b. \$ 350,- registered agent fee
- c. \$ 150,- for Corporate residence (state of Tennessee)

Steve recommends not to take a liability insurance within OIGP Inc., unless a contract requires so. In that case we could buy an insurance ‘on the spot’. John Fitzgerald mentions that the banking sector nowadays asks for a ‘Cyber insurance’.

Steve also stresses that the brand name and logo ‘OIGP’ are licensed to all partners. Steve will send the license agreement to all.

10. OIGP standard presentation on the shelf

Claudia Gentner and Allied de Cock will make a ‘core doc’ for a standard presentation and a template for a short description of the partner’s firm (evt. with bio’s). See HDA’s example of bio (encl. 9)

Input a.o. from ‘intro for new partners’ (see PRC).

Further actions:

1. Thom Wharton will do Google Analytics on our OIGP website
2. Geert Meesschaert will send link with info on European Labour market
3. Jerry Knock will make case story on GBT (AMEX) together with Jim Wilson.

11. Jerry's 'brick': short (international) program, proposal for content

Jerry presents his 'brick', to be used globally/locally. Meant for (top)execs. No referral fee.

Already used in Germany and Singapore.

See document (encl. 10).

12. Discussion on competitive changes

Discussion on changes in what clients are seeking, evolution of our industry globally. Observations:

- More co-operation between recruiters and talent management firms
- Via specific websites:
 - o Chat sessions, interviews...
 - o virtual CV-updates
 - o Blue Book (of cv's)
 - o Team reviews by camera
- Vip treatment of execs, 'staying over in the firm'
- Personal career strategist
- Running a network group of HR managers
- Coaching clients for having telephone/video/Skype interviews
- Avoiding the lay-off process by making changes in the workplace before making people redundant: supporting co-operation between line manager and HR manager
- Career coaching and financial planning.

This topic to be discussed every meeting.

13. OIGP's International Coverage: White Spots on the Globe

Still actions to be taken for partners in India (David Miles?), Ukraine, Greece, Turkey.

Leo will look for a Polish partner.

Maybe we could 'run' an international LinkedIn group for cross-border 'directors'.

14. Next Meetings

The next OIGP-CNI meeting will be held in Torino (host is OP Solution), October 19-21, 2017.

The next global meeting will be held in Miami, April 26-28, 2018.

15. Actions

- 15.1. Ling Tyler-Bennett will send around the client list, via Dropbox, to be completed by everyone.
- 15.2. Case studies in Financial Services (see format above), by all
- 15.3. Jerry Knock will provide a checklist with essentials of management coaching (see Orange and Scality)
- 15.4. Jerry Knock will provide format for bio coaches (English and local language)
- 15.5. Alied de Cock will prepare a doc 'OIGP referral business rules', based on CNI's referral business agreement
- 15.6. Steve Ford will send the license agreement for logo and name 'OIGP' to all
- 15.7. Thom Wharton will do Google Analytics on our OIGP website
- 15.8. Geert Meesschaert will send link with info on European Labour market
- 15.9. Jerry Knock will make case story on GBT (AMEX) together with Jim Wilson
- 15.10. Leo will look for a Polish partner.

16. Enclosures (all docs on **OIGP.com** via *Partner login (PRC)/Meetings held*)

- 16.1. Presentation Pro-Source, Finland (170518)
- 16.2. Presentation Vásquez Kennedy & Partners, Colombia
- 16.3. Presentation Claudia Gentner on survey 'Future of Work'
- 16.4. Presentation Damian Menzies on marketing tools CCS
- 16.5. Presentation of Novo Nordisk
- 16.6. Presentations Jerry Knock on Euronews, Orange, Scality
- 16.7. Presentation Susan Ruhl on the 'modern learner', iLEAD and MindMarker
- 16.8. Presentation Susan Ruhl on MindMarker
- 16.9. Example HDA for bio
- 16.10. Jerry's Brick.