

Minutes of the 56th International Meeting, at OP Solution, Torino, October 19-21, 2017

Members present:		Guests:	
Jan Maarten Bosch	Van Ede & Partners, Netherlands	John Fitzgerald	OI Partners, Ireland
Bjørn-Eirik Buschmann	Din Utvikling Consulting AS, Norway	Steve Ford	OI Partners, USA (Massachusetts)
Jacques Bussy	Oasys Consulting CH, Switzerland (French speaking)	Pat Pahucki	OI Partners, USA (Massachusetts)
Leo Dittmann jr.	Dittmann Consulting, Czech Republic	Susan Ruhl	OI Partners, USA (Colorado)
Chiara Grando	OP Solution, Italy	Guests dinner Friday:	
Kim Holst	HowtoWin, Denmark	Luca Barbaso	OP Solution, Italy
Markku Kaijala	Pro-Source, Finland	Alessia Di Iacovo	Wexplore Srl
Jerry Knock	Oasys Consulting FR, France	Sara Marchese	OP Solution, Italy
Geert Meesschaert	Meesschaert & Partners, Belgium	Domenico Piano	OP Solution, Italy
Damian Menzies	Choice Career Services, Australia		
Lasse Pehto	Pro-Source, Finland		
Allegra Piano	OP Solution, Italy		
Karina Schildknecht	Mäder&Partner, Switzerland (German speaking)		
Ling Tyler-Bennett	HDA, United Kingdom		
Juan Camilo Vásquez	VásquezKennedy, Colombia		
Alied de Cock	Company Secretary		

1. Welcome

The Chairman, Jerry Knock, welcomes everyone, especially long travelers from the USA and Australia (Susan Ruhl, Steve Ford, Pat Pahucki and Damian Menzies). He also welcomes our new members since Copenhagen, Markku Kaijala and Lasse Pehto of Pro-Source, Finland, and Juan Camilo Vásquez of VásquezKennedy, Colombia (his father, Camilo Vásquez, was not able to attend the meeting). Jerry also thanks the hosts Chiara Grando and Allegra Piano for organizing the meeting and their warm hospitality.

2. Proxies

The Company Secretary, Alied de Cock, received two proxies of Bernardo Entschv (De Bernt Entschv, Brazil) and Jonas Carlberg (Starck & Partner, Sweden), who couldn't attend the meeting.

3. Minutes of last Meeting

The minutes of last meeting, held at Copenhagen, May 2017, are unanimously approved and signed by the Chairman Jerry Knock.

4. Feedback on OI Partners matters

Steve and Susan gave feedback on OI matters.

- Three partners left OI as they all three retired. OI is busy acquiring new partners. Some contacts with Lincolnshire.
- OP turnover is going down because of booming economy in USA. More business in leadership support and coaching (diminishes referral business).

5. Exchange of Local Market Developments

Very good presentations and discussions on the local market developments in partner countries. All presentations were made available by a link sent by Alied.

In general: OP is going down in amount of projects and in price per project. Coaching is growing. Job finding more and more by social media.

6. Guest speaker Roberto Mattio

Roberto Mattio is Group HR Director of Pininfarina and President of AIDP, the Italian Association of HR Directors.

Pininfarina is a famous automotive design and engineering company in Turin: (<http://www.pininfarina.it/it/homepage/homepage.htm>).

We got a very interesting presentation, coloured with video's of the most beautiful cars in the world.....He described the dramatic change of his company, Pininfarina, after 2008, how they had to cope with 'overcapacity', the outlines of the dismissal plan and the role of OP.

7. CNI/OIGP Marketing Planning

Damian gave an interesting intro on Marketing Planning, showing how CCS successfully used the results of 'Future of Work' for local marketing. He came with suggestions how to spend our marketing budget, followed by group discussions. Conclusion: let's do more with 'Future of Work' in order to promote our brand. FoW has impact as well on Organizations as on Individuals.

Discussion groups came with good ideas to get more out of FoW. Purpose: to create a stronger referral network.

Action: Damian and Jan Maarten will come with a Roadmap.

Further discussions:

- 7.1. Use of Social media / our website. Alied will ask Thom Wharton for Google Analytics. Information provided most use by USA customers.
- 7.2. LinkedIn will remain our main channel.
- 7.3. Co-making of programs, how to get more flexibility for the candidates.
- 7.4. Presentation on the shelf as prepared by Claudia and Alied; Jerry will send around his (Orange) version in Word. **Action: Alied will also prepare 2 slides** (pptx).
- 7.5. The need for case studies (Jerry & Jim on AMEX/GBT) and articles (use of FoW).
- 7.6. Video's: Ricardo, Chiara's brother, made 30-sec videos of members present, placed on our website.

8. Abintegro Portal

CNI members will inform Alied about their wishes for the use of Abintegro's portal (OI Solutions);

Action: members inform Alied about wishes for use.

9. OIGP International Coverage (White spots) discussion

1. Poland: Like the Czech market there is not much money to spend. Leo points out an interesting website 'Career Angels'. And also Geert has contacts with them via Whatsapp. He will visit them in November.
2. Rumania: contacts via Paul Bindner (our contact in Hungary)
3. S-America: Jacques and Camilo will go after potential partners in Chili, Argentina and Peru.

10. Spain

Jerry informed about paying problems with Spanish partner. They left as per December 1, 2018.

The former owner (Hans Hay) of the firm is in legal procedure with Stranz.

Jerry is busy looking for another Spanish/Portuguese partner.

11. OIGP Joint International Business Development

- 11.1. Referral business, Jerry gave updates on Euronews, Orange and Scality.
- 11.2. Jan Maarten and John an update on Infinity Research (India) re request of one of their clients, being a pharmaceutical company (where??). John and JM will have a phone call with India.

12. Nordic Co-operation

Björn-Eirik presented the Nordic co-operation. They had a 2-day meeting in Stockholm on August 31/ September 1st, including a IT conference.

Next Nordic meeting will be November 15/16 in Helsinki.

13. Next meetings

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

The next OIGP/CNI meeting will be held in Stockholm (Sweden), (18,) 19, 20 October, 2018. 'Starck&Partner' will be the host. Jonas will organize an 'event'.

14. CNI AGM

- 14.1. During the AGM (Annual General Meeting of CNI-shareholders):
- 14.2. Re-election of Damian Menzies and Bernardo Entschew as CNI-directors for the next 2 years.
- 14.3. Re-election of Jerry Knock as Chairman, again for 1 year.
- 14.4. Finances: Budget 2018 approved (being the same as the CNI budget 2017).