

Minutes of the 58th International Meeting, At Starck & Partner, Stockholm, October 18-20, 2018

Members present:		Guests:	
Eva Björkman Wikgren	Starck & Partner AB, Sweden	John Fitzgerald	OI Partners, Ireland
Jan Maarten Bosch	Van Ede & Partners, Netherlands	Steve Ford	OI Partners, USA (Massachusetts)
Bjørn-Eirik Buschmann	Din Utvikling Consulting AS, Norway	Pat Pahucki	OI Partners, USA (Massachusetts)
Jacques Bussy	Oasys Consulting CH, Switzerland (French speaking)		
Jonas Carlberg	Starck & Partner AB, Sweden		
Leo Dittmann jr. (only Friday)	Dittmann Consulting, Czech Republic		
Hans Fiedler	Placement Group, Austria		
Kim Holst	HowtoWin, Denmark		
Markku Kaijala	Pro-Source, Finland		
Jerry Knock	Oasys Consulting FR, France		
Geert Meesschaert	Meesschaert & Partners, Belgium		
Damian Menzies	Choice Career Services, Australia		
Marc Schmittwilken	SKP, Germany		
Margareta Svaneby	Starck & Partner AB, Sweden		
Ling Tyler-Bennett	HDA, United Kingdom		
Annie Wehinger	Mäder&Partner, Switzerland (German speaking)		
Alied de Cock	Company Secretary		

1. Ringmöte in Stockholm WTC

- a. Our host Jonas Carlberg had organized a Network Meeting (Ringmöte) with HR managers of International Companies in Sweden. Jonas welcomes everyone.
- b. Presentation FoW
John Fitzgerald gave a presentation on Future of Work (FoW) 2018, followed by a discussion on FoW with:
 - Selina Millstam, Vice President and Head of Talent Management Ericsson,
 - Catharina Dahlberg, Head of HR Handelsbanken International and Senior Vice President and
 - Maria Romberg Ewerth, Executive Vice President and Chief Human Resources Officer at Assa Abloy.

- c. Presentations on the ‘International HR outlook’ for USA, Australia and Netherlands/Europe, held by resp. Jan Maarten Bosch (Netherlands/Europe), Steve Ford (USA) and Damian Menzies (Australia).
- d. Presentations of new Swedish HR tech companies by
 - Magnus Drogell, CEO & founder of PIHR (<https://pihr.co.uk>)
 - Erik Andersson, co-founder of Teamtailor (<https://www.teamtailor.com/en>)
 - Allireza Ghahremani founder of Weekli (<https://weekli.io>).

2. Welcome CNI meeting

The Chairman, Jerry Knock, welcomes everyone, especially long travelers from the USA and Australia (Steve Ford, Pat Pahucki and Damian Menzies). He also welcomes our new representatives since Miami, being Annie Wehinger from Mäder&Partner, Switzerland and Marc Schmittwilken from SKP, Germany. Later on they will introduce themselves.

Jerry also thanks the hosts Jonas Carlberg and Margareta Svaneby for their excellent organization of the meeting, foremost the ‘Ringmöte’, and their warm hospitality.

3. Proxies

The Company Secretary, Alied de Cock, received three proxies of Bernardo Entschew (De Bernt Entschew, Brazil), Camilo Vásquez (Vásquez Kennedy, Colombia), who couldn’t attend the meeting and of Leo Dittmann (Dittmann Consulting, Czech Republic), who couldn’t attend the Saturday morning.

4. Minutes of last Meeting

The minutes of last CNI-meeting, held at Miami, April 2018, are unanimously approved and signed by the Chairman Jerry Knock.

5. Announcements

Jerry Knock informs us:

- a. De Bernt Entschew will leave CNI as partner, at the end of 2018, as their shareholders don’t want to continue the CNI membership.
- b. As well Vásquez Kennedy will leave at the same time, as they joined the Career Star Group. Jacques Bussy sends through a message from Camilo Vásquez expressing Camilo’s thanks for a great cooperation.
As result we will have no partners anymore in South-America. But...thanks to Jacques Bussy we got into contact with DNA Outplacement, with offices in Brazil, Chile, Colombia and Peru. They also have good connections in Argentina. DNA will present themselves as a potential CNI partner, the afternoon, via Skype. Their offices in Miami (USA) and Mexico will not be involved.
- c. Jerry will not be re-electable as Chairman, but is willing to stay in the Board as Director (see his email of October 17, 2018 at 12:12)
- d. Following this, also Alied will retire. (same email)
- e. Of course they both will take care of a smooth transition!

6. Presentation of DNA Outplacement

Via Jacques Bussy we got into contact with DNA, based on information of Bernardo Entschev. After some intensive Skype sessions, as well with Jacques as with our Chair, Jerry Knock, and after having collected information on the company(structure) and their financials, they both proposed to give DNA the possibility to present themselves during this meeting.

So Lucas Canevaro and Murilo Arruda, both Managing Directors at Grupo DNA, present the DNA Group/DNA Outplacement as potential CNI partner, via a Skype session together with a PowerPoint presentation. Afterwards they answer all questions raised.

After the presentation CNI partners are positive about their presentation and agree on a potential partnership.

Jacques and Jerry will also meet them soon in Europe, when they come to visit here.

Lucas and Murilo also promised they would be represented on the next OIGP meeting.

In the following discussion Jonas Carlberg remarks that we have to manage DNA's expectations, as DNA is very much sales-driven. He wonders how their forecasted growth could be consolidated.

Jacques Bussy informs that the OP-market is present in Brazil and Argentina, but underdeveloped in the other South-American countries.

Partners also think that DNA's portal 'Genes' could be of high interest.

7. CNI AGM

Before the AGM (Annual General Meeting of CNI-shareholders) only one partner applied for the candidacy of Chairman, being Damian Menzies. The present Chair, Jerry Knock asks Damian to give his ideas for the future.

Damian thinks that partners should put more 'energy' and commerciality into OIGP-CNI and should take more advantage of the partners networks, all over the world, also reinforcing 'business development'. Qua 'culture' Damian thinks it is a good team; very important that we trust each other.

Following this:

7.1 all partners vote unanimously in favour of Damian Menzies as the new CNI Chairman, for 1 year.

7.2 Jerry Knock is unanimously (re-)elected as CNI-Director, for the next 3 years

7.3 Re-election of Geert Meesschaert, unanimously, as CNI-Director, for the next 3 years.

After the departure of Bernardo Entschev as Director, we need more Directors. Consequently:

7.4 Jonas Carlberg is unanimously elected as CNI-Director, for the next 3 years and

7.5 Jan Maarten Bosch is unanimously elected as CNI-Director, for the next 3 years.

Resulting in having 5 Directors, of which Damian Menzies is the Chairman.

Damian thanks Jerry for all his efforts and diplomacy to strengthen the network, foremost by getting the Alliance with OI Partners.

After the elections Financials are discussed, no remarks.

8. CNI/OIGP Marketing Planning (following Miami meeting)

Damian observes that we didn't book a lot of progress. Partners discuss how to improve marketing, e.g.

- Making much more use of FoW
- Joining big global HR events
- More use of Social Media.

9. Exchange of local market developments / country reports

For presentations, see 'Enclosures'.

10. Next meetings

The next OIGP global meeting will be held in Ireland, May 16-18, 2019.

The next OIGP/CNI meeting in autumn: tbd.

Enclosures:

For the presentations and pictures, see Dropbox: https://www.dropbox.com/sh/2l0e9r66mcka5h7/AACrx2PqKO8YvrX6fjZvMS_aa?dl=0