

Minutes of the 6th Global Meeting, at Harmonics, Limerick; May 16th -18th, 2019

Initials	Partner	Company	Initials	Guest	Company
JM	Jan Maarten Bosch	Van Ede & Partners, Netherlands	JF	John Fitzgerald	Harmonics, Ireland (OIP)
BB	Bjorn-Eirik Buschmann	KGF (Din Utvikling Consulting, Norway)	SF PP	Steve Ford Pat Pahucki	Fitzgerald Stevens & Ford - Boston, Massachusetts, USA (OIP)
JB CD	Jacques Bussy Carine Dilitz	Oasys Consulting CH, Switzerland (French)	SR	Susan Ruhl	ICC - Denver, Colorado, USA (OIP)
JC	Jonas Carlberg	Starck & Partner, Sweden	CD	Corey Daxon	Feldman Daxon - Toronto, Canada (OIP)
LD	Leo Dittmann jr.	Dittmann Consulting, Czech Republic	PL	Pat Lynch	CMP - Atlanta, Georgia, USA (OIP)
KH	Kim Holst	HowtoWin, Denmark			
JK EGD	Jerry Knock Elizabeth Guy-Dubois	Oasys Consulting FR, France			
GM	Geert Meesschaert	Meesschaert & Partners, Belgium			
DM VO	Damian Menzies Vicky Osborne	Choice Career Services, Australia			
MS	Marc Schmittwilken	SKP, Germany			
AW RM	Annie Wehinger Regula Mäder	Mäder&Partner, Switzerland (German)			
AH	Augusto Hermo	DNA, LATAM (Brazil, Peru, Colombia, Chile, Argentina)			
LTB	Ling Tyler-Bennett	HDA, United Kingdom			
AdC	Alied de Cock	Company Secretary			
Apologies					
HF	Hans Fiedler	Placement Group, Austria			
MK LP	Markku Kaijala Lasse Pehto	Pro-Source, Finland			
CG AP	Chiara Grando Allegra Piano	OP Solution, Italy			

	Comments	Lead	Outcome	To be actioned
Friday 08.30	Start of the 'Future Proof Meeting'			
	Welcome and Intro	John Fitzgerald		
	<i>Systematic versus Systemic Change</i> Neville Bourke is Managing Partner with Futurus OCM Eugene Barrett, Managing Director with GE Healthcare	Neville Bourke / Eugene Barrett,		
	<i>Case Study: Future Proofing Your Workforce through Change</i> Gerry Cahill is Site Director with Roche	Gerry Cahill		
	<i>Creating Emotional Connections with Future Talent</i> Marie Toft is CEO of Emotionise and Former Senior Producer with RTE & BBC	Marie Toft		
	Global Perspectives: Panel Insights	John Fitzgerald, Jerry Knock, Susan Ruhl, Regula Mäder		
	White Paper Launch: Future Workforce Readiness Insights	John Fitzgerald		
	Future Learnings: Table Discussion on key challenges highlighted	All		
	Summary of Outputs & Close	John Fitzgerald		

	Comments	Lead	Outcome	To be actioned
Friday 13.30	Start OIGP meeting			
Welcome etc.	<ul style="list-style-type: none"> • Welcome note from DM – especially to those who are attending for their 1st time, and also partners from OI • Special thank you note to JF for hosting and organizing the morning conference • Introduction from AH as being the newest member of CNI. 	DM		
Feedback CNI and OI	No special remarks.			
Special agenda item	Farewell presentation for AdC as she steps down as Company Secretary for CNI; succeeded by LTB as of May 2019 with a slight period of overlap and handover.	DM		
Agenda item - Marketing 1a	<p>Future of Work update</p> <ul style="list-style-type: none"> • USP – survey is from practioners’ perspective vs from either Consultants’ / Academics views • Questions will be multi-lingual • Existing questions will be amended, and new questions will be added • CNI partners have requested to ensure all translated questions will still be intact • Proposed inclusion of JF’s Career Readiness Index • Scheduling for survey implementation. 	SF	<ul style="list-style-type: none"> • Relevant partner countries will be responsible for their own translated version. • Start date – 1st June; 3 weeks to collect response; outcome reporting – end of July. 	<ul style="list-style-type: none"> • All • DM to check with JF. • All to distribute surveys in respective countries.

OI Global Partners

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Agenda Item – Marketing 2a& 2b (See notes enclosed)	<p>Key group discussions themes based on 2 questions:</p> <ol style="list-style-type: none"> 1) What value do we receive from OIGP today? 2) What would we like to receive from OIGP in the future that we are not receiving now? <ul style="list-style-type: none"> • Leveraging purchasing power (e.g. many users of Hogan – explore possibility of purchasing as OIGP rather than individual companies) • Perception of being ‘bigger’ and a platform for global reach • Content generation – all partners to contribute as well as revisiting what’s already in existence on PRC • Referrals – optimizing international connections • A platform for sharing best practices. 	JC		<ul style="list-style-type: none"> • JM will be compiling a list of tools used by all partners and circulate.
Agenda Item – Marketing 3a& 3b	<p>Key group discussions, points raised: To establish purpose of new website “What do we want the website to do?”</p> <ul style="list-style-type: none"> • Perception – make us bigger than we are • Stamp of quality • Stamp of credibility • Network of independent firms. 	PL	Working group to be formed PL – Lead with JF, AW, VO – members.	<ul style="list-style-type: none"> • PL will lead working group and report progress • JF to check with Marie Tott how we could address the question on purpose on OIGP website / brand.

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Agenda Item – Joint Business Development 2	<ul style="list-style-type: none"> • To ensure local partners are informed when undertaking any referrals from contacts outside of the network of partners; where possible to inform respective local partners prior to project commencement • All Partners to promote OIGP at every opportunity • Client list – to report what action undertaken to encourage cross border businesses based on information from the client list • RFP – learning points from recently submitted proposals. Lost Chevron RFP due to pricing as well as not meeting the need to submit ONE invoice only • Request for standard Outplacement programmes to be made available. 	<p>JM</p> <p>JM/SF</p> <p>AH</p>		<ul style="list-style-type: none"> • All to choose on target client and report progress at the next meeting. • JM to circulate Intertrust proposal. • LTB to collect standard programmes from partners.
Country reports	All present at the meeting shared their insights of their business as well as insights of what’s to expect moving forward.	All		<ul style="list-style-type: none"> • See link to presentations, below at enclosures.

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Next meeting	<ul style="list-style-type: none"> Request for proposal <ol style="list-style-type: none"> Las Vegas to coincide with a tech exhibition beginning of October 2019 Work Human (May 2020) Next Partners' meeting - either: to run in conjunction with other known conference Options if Las Vegas is not successful, AdC proposed Amsterdam / The Hague. 		<ul style="list-style-type: none"> Potential proposed meeting locations: Las Vegas (1st – 4th October). CNI Meeting in Europe penciled for 24th – 26th October. 	<ul style="list-style-type: none"> SF to inform and confirm possibility of moving OIGP annual meeting in Spring 2020 to October 2019. LTB to check with JM if he could host next CNI meeting.
AOB	<ul style="list-style-type: none"> SF to step down from the OIP Board completely with immediate effect SF announced due to his departure, there will be a new structure. 			<ul style="list-style-type: none"> SF / OI to announce new OI Board shortly.

Meeting adjourned at 12:50 hours on Saturday 18th May 2019 with a venue and exact date for the next meeting subject to confirmation.

Enclosures:

- Notes on Marketing 2a&2b, see next page
- Link to presentations: <https://www.dropbox.com/sh/7c3asdip06nbr5b/AABQIN6MiLD1VOPQn-5MMZz7a?dl=0>

Agenda Item – Marketing 2a & 2b: Verbatim notes from group discussions on *‘what value brings OIGP’*

Group 1 (repr. Ling Tyler Bennett)

More value by

1. Better presentation as being partner in OIGP – benefits of both local and global knowledge.
2. We all commit to do the survey, but whenever home due to time and resource constraints, it is proving challenging to get more responses. JB mentioned about having to call clients following sending survey or else they would not respond. One suggestion on how to deal with this:
 - a. Separate list for European market to enable a big mail campaign and to use it as an opportunity to get in touch with any respondents whom we are not already working with and use it as a reason to get in touch.
3. Website, video ideas – how does it feel to be ‘outplaced’ – from a candidate’s point of view - as well as what is it to tell someone their job is at risk (from an employer’s perspective).
4. Bring other partner’s (countries) ‘products’ to your own country... how partners can tap into the technical expertise and knowledge through sharing and introducing to their own country.

Group 2 (repr. Jan Maarten Bosch)

More value by

1. Providing International insights to our clients.
2. A stamp of Quality.
3. Connecting ourselves to the events that are being organised as we did in Stockholm and in Limerick.
4. Shared purchasing e.g. assessment tools (what we are using jointly). A list to be sent out (JM), compare with shared costs for use of Abintegro portal.
5. Referrals- leveraging international connections.
6. Content generation – if all do one piece a year, we will have huge amount.
7. Being a global network to our clients.
8. ‘Emotionise’ as OIGP, as international partners.

Group 3 (repr. Pat Lynch)

What brings value:

- 1 Sharing of:
 - a Resources, e.g. OI Solutions (Abintegro)
 - b Value of referrals
 - c Content
 - d Best practices.
- 2 Building of network and relationships

Better value by

1. increased referrals
2. exchange of ‘how to manage the business’ (e.g. Vistage)
3. content development
4. leverage purchasing power (e.g. assessments, recruiting tools)
5. revisiting the PRC (Partner Resource Center/intranet) as resource library.
6. -revisiting brand standards – how do we all brand ourselves? E.g. having OIGP logo on our LinkedIn profile, on business cards etc.

Group 4 (repr. Marc Schmittwilken)

More value by

1. better sharing of tools, e.g. use of Katone (Starck&Partner)
2. Leveraging purchasing power, e.g. Hogan
3. fully leverage the use of tools - how many of us are all linked up on LinkedIn personally (to be actioned)
4. creating sub-groups, e.g. Nordics cooperation.