



## MINUTES: ECSSA CONF CALL, JANUARY 29<sup>TH</sup> 2013

### Participants:

- Ann Cattelain (AC) (FEDERGON)
- Joaquim Català (JC)(BYS)
- Etienne Deroure (ED) (SYNTEC)
- Gilberto Marchi (GM) (ASSORES)
- Jörg Murmann (JM) (BDU)
- Wolfram Troeger (WT) (BDU)
- David Winterburn (DW) (AER)

In attendance: Amanda Ciske (AER)

Excused: Rita Sinatra (RS) (ASSORES) and Marios Paras (MP) (LPRA)

## ROUND TABLE – NEWS FROM MEMBER ASSOCIATIONS

**Italy:** Pushing the new government for a change in the legal framework to be consistent with Bolkestein directive.

### **Belgium:**

- Issue a brochure for international investors describing Belgium recruitment practices and actors
- The academy has implemented a new course for junior consultant. The senior consultant course is now available in french and dutch
- Next Eccsa meeting in Brussels (march 8 th) combined with general assembly (7 th). On the 7 th, Eccsa representatives are welcome to attend the speech delivered by the Leuven Dean at 6 pm followed by a networking drink. The official Eccsa diner will come next with some of Federgon board members. Location : Brussels Central.

### **Spain:**

- Election of Carlo Rivas, new president of BYS
- Although difficult, BYS wants to connect with Madrid potential members and a S&S organisation. Contact datas suggested by Marios still being waited for.

### **Germany:**

- Interesting study carried out on salaries of S&S companies staff (consultants, research assistant...).....
- Organisation of the annual conference in may, including non members

**UK:** Major workshop on gender diversity at the executive level. Discussions about a voluntary code on gender diversity applying to AER members.

### **France:**

- Hand out produced on "how to promote retainer versus success fee"
- "summer University" organised in Corsica may 5-7 th



European Confederation of  
Search and Selection Associations

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## RESULTS FROM THE ECSSA STRATEGY SURVEY 2013

The surveys outlines:

- No wish to extend present ECSSA objectives
- The need to develop networking among members
- The need to promote CERC and State of industry Index
- No wish to increase associations financial contribution, expect if exceptional punctual need
- Wish to promote ethics and standard

The idea of organising a conference was suggested by Spain and most welcome : the timing (2013, difficult times where we need to develop new approaches) is right, and it matches the members expectations for networking.

*To do: JM to send JC a canvas with questions for conference preparation. JC will detail a proposal in Brussels at the next meeting*

AC suggests to coordinate a news letter sent to association's members

*To do: topic for the next Ecssa meeting in Brussels*

A further outcome of the survey was the general wish to enlarge activities which focus on networking opportunities for member companies.

*To do: GM to send a draft concept to all member associations within the next two weeks.*

## CERC BROCHURE

WT has explained the CERC draft.

It has been agreed that the target was the S&S consultants. It will be up to the national associations to do something for clients.

The question/answer structure is validated.

Benefits will be split between two different questions.

Benefits for the consultant.

Benefits for the client.

## ECSSA SII

Next issue of the state of industry index in February.

DW and AC will work on rephrasing the questions for UK members,

## NEXT MEETING

Brussels march 7-8 th

Starting 7<sup>th</sup> at 6pm (speech and networking)