



European Confederation of  
Search and Selection Associations

## **Minutes: ECSSA Meeting, 6<sup>th</sup>/7<sup>th</sup> October 2011 hosted by ASSORES, Italy**

The general delegation of ECSSA board members and invited guests met in the evening for a meal hosted by ASSORES in Rome city.

### **7<sup>th</sup> October 2011 ECSSA Board Meeting / General Assembly**

Participants: Ann Cattelain (AC) (FEDERGON), Antonio Bravo (AB) (BYS), Etienne Deroure (ED) (SYNTEC), Gilberto Marchi (GM) (ASSORES), Jörg Murmann (JM) (BDU), Marios Paras (MP) (LPRA), Dr. Joachim Staude (JS) (BDU).

In attendance : Bruno Cattoretti (Member of the board of ASSORES and Managing Partner at Euren Intersearch), Lucia De Sario (ASSORES/Assoconsult manager).

Excused: David Winterburn (DW) (ECSSA Chairman)

### **Official welcome by ASSORES (Host Country)**

Gilberto Marchi, President of ASSORES, gave a formal welcome to all present.

### **Welcome and Formal Matters (Etienne Deroure (Vice Chairman) (by proxy)**

ED explained the reasons why DW was unable to attend. Everybody expressed his deep sympathy with David's situation.

Subsequently, ED provided an opening statement outlining the aims and objectives for the day and also extended a special thanks to the hosting member ASSORES.

The minutes of the last meeting were officially approved.

### **Round table – News from Member Associations**

**Italy:** The merger with Assoconsult (Italian Association of Consulting Enterprises) has been completed but the situation is tense. In the light of a weak economy in Italy the number of members has – regardless of a better perception of the general economic climate in the S&S industry in Italy - decreased from 120 to 95 during the last months. Membership fees will increase from 2012.

It was agreed that Assores will get any possible support from ECSSA if their intervention to prevent excessive regulation in Italy is unsuccessful. Anyway, first a formal request needs to be addressed to the Italian authorities on behalf of Assores.

**Belgium:** Calculation basis for membership fees has changed (now related to the number of consultants employed). The process to certify member companies will start within the next few weeks with 50 applicants.

***AC to provide a summary of the certification criteria.***



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**Spain:** The number of members has – due to the general economic situation in Spain – decreased to 20 during the last months.

**Germany:** The new professional code (GoPB) which describes the typical process of a search and selection mandate from the assignment to the completion has been introduced to the public. Marios agrees to translate the GoPB from German to English.

**JM to provide MP with a copy of the GoPB in German**

**France:** ED describes a high uncertainty about the future situation in S&S business to be observed among members of Syntec.

**Luxembourg:** The training academy of LPRA was launched recently. LPRA will enlarge its member focus to HR-consultants, providers of trainings, Outplacement companies and companies specialized in talent measurement such as SHL. The number of member companies has increased to 30. A complaint management system for clients and candidates was implemented recently.

MP raises the question if ECSSA ought have an official opinion on the implications of the Bolkestein Directive (see [http://en.wikipedia.org/wiki/Directive\\_on\\_services\\_in\\_the\\_internal\\_market](http://en.wikipedia.org/wiki/Directive_on_services_in_the_internal_market)) on the S&S industry. It was agreed that an official ECSSA position paper on this subject will be prepared.

**AC to prepare a first draft of a white paper on this subject.**

## Financial situation

JM presented the financial status for end September 2011. He reported that the financial situation of the association is sound. The current balance on the ECSSA bank account for the end of September 2011 was € 12.727,13. the balance on the fixed deposit account was € 45.000. Not all membership fees were paid to date.

## Elections

JM has discussed the forthcoming elections with the outgoing chairman DW who was unable to attend in advance of the meeting. JM reported that DW would be prepared to continue if nobody else from among the other board members was willing to candidate. If ED who has shown some interest in the last meeting in Barcelona is willing to candidate he will fully support his initiative.

ED was elected the new chairman with a unanimous vote.

ED suggested AC as the new Vice Chairman and JM as the new Secretary General. Both were elected with a unanimous vote as well.



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### **Round table – How can ECSSA board become more efficient?**

ED moderated this topic. The results of the cue card inquiry are attached to these minutes. This topic will be picked up again at the next meeting.

### **State of the Industry Barometer (SOIB)**

JM presented the results of the last survey which were sent to all ECSSA members in advance of the board meeting. ED amended this presentation with a proposal of how the whole process might be improved. This proposal that also defines the roles of each member association in the new process was unanimously approved by all participants of the meeting.

***JM to send an eMail to all member associations to ask them to describe the current situation in the S&S business in the respective country with reference to the current results of the SOIB.***

### **Sharing good practice in Associations´ work**

This topic had to be postponed to the next meeting

### **Update CERC**

The current number of CERS was presented by country:

- Spain (28)
- France (22)
- Germany (37)
- Italy (94) and
- Luxembourg (11)

It was decided that a list of all CERCs by county including the name, the company and the expiry date will be published on the ECSSA website.

***JM to ask all members to provide him with this information.***

It was also decided to collect some testimonials from among CERCs to promote the certification on the ECSSA website (a example from France has been produced).

It was also agreed that ECSSA should provide a brochure including a short description of the requirements and the process as well as the added value of this certification to S&S consultants.

***MP and AB agreed to be in charge of a first draft of the brochure.***



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## **ECSSA Activities – State of play**

**Newsletter:** Details will be discussed during the next conference call.

**Website:** JM reported that the implementation of a database would cost ECSSA approximately € 4.000. The participants also discussed the possible problems in collecting and updating the information. Finally, it was decided to abandon the idea of such a database but to include a link to the database of each member association in the respective country profile on the website. Nevertheless, all agreed to extend the content and the information provided on the website.

***JM to draft a possible new structure of the website. Afterwards MP and AB to provide a timetable and concept for the necessary new content.***

**Conference:** Because of the financial implications and because the objectives of such an activity were not clear it was decided to postpone this activity.

**New Members:** It was a common wish that the extension of the number of members ought become one of the priorities for the near future. An Associate Membership (see Article 4.2 of the ECSSA statutes) might help to attract those national associations with less than three years of experience.

***AC, ED and MP to set up a list of potential new member association.***

## **Diary of Meetings**

The next meeting will take place on 16<sup>th</sup> march 2012 in Germany. The next conference calls will take place on 15<sup>th</sup> December 2011 from 10.00 hrs. CET to 11.00 hrs. CET and on 15<sup>th</sup> February 2012 again from 10.00 hrs. CET to 11.00 hrs. CET.

***MP to provide a list of potential providers of international conference calls.***

## **AOB**

AESC : A joint meeting with AESC representatives might take place in Brussels before the next ECSSA meeting in march to discuss possible common activities.

***AC to meet Christophe de Callatay (Managing Director AESC Europe) in Brussels to investigate potential interest from AESC to discuss with ECSSA.***

signed  
Etienne Deroure  
ECSSA Chairman

Jörg Murmann  
Secretary General