



European Confederation of
Search and Selection Associations

Minutes: ECSSA General Assembly, 7th October, 2010 in Paris hosted by SYNTEC, France

A dinner in the Ristorante Quai-Quai, 74 quai des Orfèvres, 75001 Paris, which was hosted by SYNTEC followed by the General Assembly on 7th October, 2010.

7th October, 2010 ECSSA General Assembly at the SYNTEC office, 3, rue Leon Bonnat, 75016 Paris

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), David Winterburn (DW) (ECSSA Chairman)

Welcome and formal matters

The meeting was opened at 9:00 hrs

The number of votes was established at 7.

Etienne Deroure gave a formal welcome on behalf the the hosting member association, SYNTEC.

David Winterburn, President of ECSSA, gave a welcome to all present.

The Future of ECSSA

All attending persons gave a short presentation about the current membersip structure of their association and recent activities:

France: 140 member companies
Germany: 70 member companies
United Kingdom: 75 member companies
Italy: 102 member companies
Spain: 24 member companies
Luxembourg: 28 member companies
Belgium: 155 member companies

MP raised the issue of creating common standards e.g. with a relevance for the consultant / client relationship.

Furthermore, the following topics were discussed:

- internal communication (decision: two additional meetings by conference call plus two physical meetings)
- responsibilities of ExCo members (decision: stronger division of tasks between ExCo members)



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ECSSA Website: It was agreed to give more importance to the ECSSA website. MP agrees to get in contact with an internet agency in Luxembourg to ask them for an offer for the implication of several adjustments including the possibility of a news ticker or an electronic newsletter. Once available the offer will be sent to all board members for information.

Action: MP to solicit a bid.

ECSSA Conference: MP presented a concept for a European conference which might be funded by sponsors as well as by participants. It was agreed to specify further details such as target groups, conference program, conference location, etc. and to take a final decision at the next ExCo meeting.

Action: MP to present a detailed concept at the next meeting.

CERC Promotion: The CERC certification was identified as one of the bigger achievements in the recent past of ECSSA.

Germany: 30 members have been certified to date.

Spain: The certification process has been defined. The introduction was postponed until November 2010 due to the difficult economic situation of many member companies of the Spanish association.

Italy: The certification process started in November 2009. More than 100 consultants have been certified.

France: The board of SYNTEC has agreed to carry out the certification in France. The certification process will start shortly.

Luxembourg: The board of LPRA has agreed to carry out the certification in Luxembourg as well. The certification process will start shortly.

It was agreed to put more emphasis on the promotion of the CERC e.g. through the ECSSA website.

Action: JM will attach a copy of the registration of the trademark "CERC" to the minutes

Elections of Directors

It was agreed to raise the maximum number of directors to seven.

Actions: JM to adjust the statutes.

The following persons were proposed and unanimously elected as new directors:

Antonio Bravo (BYS, Spain),
Ann Cattelain (FEDERGON, Belgium),
Etienne Deroure (SYNTEC, France) and
Gilberto Marchi (ASSORES, Italy).
Marios Paras (LPRA, Luxembourg)
Joachim Staude (BDU, Germany)



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Presidential Election

Preliminary to the Presidential elections DW presented the idea of a Vice-President in order to pool workload on different shoulders. Furthermore, the current Vice-President is supposed to become the designated President.

David Winterburn agrees to candidacy and was re-elected unanimously as President until the end of 2011.

Etienne Deroure was proposed and elected unanimously as Vice-President for the term 2011.

A decision whether to extend the term to three years or not will be taken at the next ExCo meeting.

Election of the Secretary General

It is also a common wish that Jörg Murmann should extend his term as Secretary General of ECSSA until the end of 2011. The new President David Winterburn and the new Vice-President Etienne Deroure explicitly supported this proposal.

Jörg Murmann agrees to candidacy and is elected with an unanimous vote.

Current Financial Situation

JM presented the financial status for end September 2010. He reported that the financial situation of the association is sound. The current balance on the ECSSA account for the end of September 2010 was €53.240,87. Membership fees have been invoiced.

It was agreed to put 50% of the liquid resources to a fixed account.

Action: JM to reach a bank agreement.

Various Topics

It was agreed to allow the use of the ECSSA logo to members of ECSSA member associations.

Action: ED and JM to draft a framework for the use of the logo

signed
David Winterburn
President

Jörg Murmann
Secretary General



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Guests : Maryvonne Labeille (Syntec), Stephanie Bertrand (Syntec)

Welcome

David Winterburn, President of ECSSA, gave a welcome to all present.

News from ECSSA member associations

All attending members gave a short presentation about recent activities of their associations:

Luxembourg:

- Co-operation with Holloway University to set up courses for Executive Recruitment Consultants (BA-level)

Belgium:

- Development of a quality label (Certification) after the omission of the necessity of a public licence for Executive Recruitment Consultants in Belgium
- Creation of a University Degree

Germany:

- Revision of the BDU Code of Professional Conduct for Executive Recruitment Consultants
- Publication of the "Handbuch der Personalberatung" (ISBN-10: 3800635690), a book about the Executive Recruitment Consulting Industry in Germany

Italy:

- Extension of their membership to Outplacement Consultants
- Creation of a training course "Master of Outplacement Consulting"
- Application to become a member of Confindustria and Confcommercio (decision November 2010) , need for a change since the government only talks to the temp companies

United Kingdom:

- Release of the total reserves of the association (800.000 Pounds) by 500.000 Pounds for initiatives which might help their members to overcome the economic crisis.
- Increase of the members (50 to 75) for organisational reasons.



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Spain:

- Election of Esther Casademont as new President
- Postponing of the start of the University degree for Executive Recruitment Consultants
- Postponing of the start of the CERC certification to November 2010 (target: 30 certified consultants by the end of 2010)

France:

- see presentation given by Etienne Deroure

The Certified Executive Recruitment Consultant CERC

All attending associations gave an update on their activities.

Germany: 30 members have been certified until to date.

Spain: The certification process has been defined. The introduction was postponed until autumn 2011 due to the difficult economic situation of many member companies of the Spanish association.

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State of the Industry Barometer

JM presented the results of the last ECSSA State of the Industry Barometer. All agreed on the importance of the barometer not only as a tool of information for members of the respective Associations but also as a good PR instrument for ECSSA : the lack of participation threatens the credibility of the index (15 participants per country is seen as the minimum required)

The timing for the next surveys (start of the questioning) was redefined as follows:

- 1st November 2010
- 1st February 2011
- 1st May 2011

Action All Invitation letter to their members to participate until 14th November. **JM** to evaluate the data. **DW** to prepare an executive summary of the results.



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Various Topics

JS introduced the idea of a europeanwide training course for young Executive Recruitment consultants. The idea was generally accepted.

Action: JS to draft a detailed concept **ED** suggests to contribute

Diary of meetings 2011

- Conference Call on 17th January (14.00 hrs CET) (**Action: MP** to organise the conference call)
- 24th/25th march 2011 in Barcelona

signed
David Winterburn
President

Jörg Murmann
Secretary General