



Minutes from

IESF AGM

20<sup>th</sup> of October, 2020

# Partners in attendance

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Belgium	<b>Patrick Meirlaen</b>	<i>The Future Alliance</i>
Canada	<b>Normand Lebeau</b>	<i>Mandrake</i>
Chile	<b>Claudia Montedonico</b>	<i>HR Buró</i>
China	<b>Daniel KC Liu</b>	<i>Dynamic Resources China</i>
Denmark	<b>Pia Torreck, Ole Ingvarlsen</b>	<i>Ingvarlsen Partners</i>
France	<b>Valérie Desautel</b>	<i>Hommes &amp; Entreprises</i>
Germany	<b>Achim Moraw, Stephan Loew</b>	<i>Topos Personalberatung</i>
India	<b>Vivek Ahuja</b>	<i>Confiar Global</i>
Israel	<b>Dror Katabi, Eti Katabi</b>	<i>Kishurim HR</i>
Italy	<b>Alessandra Conte</b>	<i>Alexander &amp; Duke</i>
Mexico	<b>Gloria Sotomayor</b>	<i>North Hunters</i>
Netherlands	<b>Gertjan van de Groep</b>	<i>Van de Groep &amp; Olsthoorn</i>
Panama	<b>Alyssa Lince</b>	<i>Arden &amp; Price</i>
Peru	<b>Matt Salas</b>	<i>Virtus</i>
Poland	<b>Ewa Adamczyk</b>	<i>Naj International</i>
Romania	<b>Adelina Rosca</b>	<i>Rosman Group</i>
Singapore	<b>Emmanuel White</b>	<i>We Link Talent</i>
Spain	<b>Victor Carulla</b>	<i>Headway Executive Search</i>
Switzerland	<b>Vincenzo Ganci</b>	<i>Ganci Partners</i>
Turkey	<b>Seher Demirci</b>	<i>Benson &amp; Partners</i>
USA	<b>Timothy Smith</b>	<i>Aslon Group</i>

Executive Assistant	<b>Margarita Solovjova</b>	<i>IESF</i>
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# Tuesday, October 20th, 2020

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## In times of Covid-19

The opening remarks were made by Victor Carulla, welcoming all members to the first virtual AGM. Members went quickly through the meeting agenda. Partners shared the impact on their business during the pandemic outbreak, and what restrictions and government regulations are in their countries limiting business activities.

## New Partner Presentation

- Matt Salas presented his company and services of Virtus (Peru).
- Alyssa Lince presented her firm Arden & Price (Panama).
- Vincenzo Ganci presented his firm Ganci Partners (Switzerland).

## IESF Financials and Annual membership fee 2021

Gertjan and Victor sent to partners the budget 2021 proposal beforehand, which was approved.

Victor and Gertjan also announced that due to the pandemic impacts on the business, the decision has been made to reduce the annual membership fee exceptionally for 2021 from **2,615.00 €** to **1,960.00 €**.

## Cross Border Awards

*Cross Border Assignor* - Statistics were calculated taking into the account the number of most assignments activated (January 1<sup>st</sup> 20189 to December 31<sup>st</sup> 2019). And the winner with 4 assignments activated was **IESF Romania, Rosman Talent Solutions**.

*Cross Border Assignee* - Statistics were calculated taking into the account the number of most assignments completed (January 1<sup>st</sup> 2019 to December 31<sup>st</sup> 2019). The winner with 5 completed assignments was **IESF India, Confiar Global**.

Margarita reminded to all partners that 5% commission fee is invoiced for completed / cancelled assignments only 2 times per year:

- *January together with annual membership fee for Q3 & Q4*
- *July for Q1 & Q2*

## IESF Presidency 2021

Victor explained at the last LC meeting that his presidency is coming to its end next year (2018 – 2021), and he wanted The Leadership Council to discuss the presidency for the next 3 years starting 2021. The candidate they proposed was Gertjan. All IESF partners agreed, and Gertjan will be announced as the new IESF Global President at the next AGM in 2021.

## Acceptance of New Partners

New partners from Peru (Virtus), Panama (Arden & Price) and Switzerland (Ganci Partners) have been approved as the new IESF members.

## Next Year's RM and AGM

The Regional Meeting is planned to be held in Copenhagen, Denmark, 8-9 April 2021. The AGM is planned to be held in Shanghai, September/ October 2021\*.

Gertjan has a hockey world cup championship in South Africa (and he is part of the national team) in September and he asked if we could try to arrange the dates to assure he can attend as he will be the new president, all agreed that the AGM will be arranged on the dates assuring his presence.

\* Meeting dates and location might be changed due to the pandemic travelling and social restrictions.

## Other (Industry groups/ IESF tools)

Partners spoke about arranging the following meetings:

- **IESF Industry Groups**

Meeting in January 2021 where partners will discuss strategies how to increase cross border assignments.

- **IESF Tools – Brainstorming group**

Meeting in November/December 2020 where partners will discuss ideas of developing a tool/software/service.

The conference finished by Victor giving the ending speech.