

IESF Minutes AGM Singapore 2023

October 2nd, 2023

Subject: Decisions made at the AGM

Partners in attendance

Country	Partner
Germany	Elnaz Yaakoubi
Romania	Adelina Rosca
Spain	Victor Carulla
Switzerland	Vincenzo Ganci
Poland	Ewa Adamczyk
Austria	Yenni Benze-Mantwill
Germany	Stephan Löw
Turkey	Seher Demirci
USA	Steve Hall
India	Vivek Ahuja
Denmark	Bibi Boas Bondesen
Israel	Dror Katabi
Israel	Eti Katabi
Mexico	Gloria Sotomayor
China	Daniel Liu
Canada	Normand Lebeau
France	Didier Jouanneau

The Netherlands	Gertjan van de Groep
The Netherlands	Kirsten van de Groep
The Netherlands	Linde van de Groep
Singapore	Nathalie White
Singapore	Emmanuel White
Belgium	Bart Tirez
Chile	Claudia Montedónico
Italy	Alessandra Conte
Norway	Tor-Egil Ruud
Panama	Alyssa Lince
Peru	Matt Salas
South Africa	Leonie Fischer
Hungary	Éva Féher
Hungary	Mariann Tal
United Kingdom	Matt Hogg
United Kingdom	Ian Peterson

Agenda

Tuesday September 19

- 09.00 - 09.15 Welcome & Opening
- 09.15 - 10.45 Round the World
- 10.45 - 11.00 Coffee break
- 11.00 - 11.30 Open block for Theme Discussion & questions (Round the World)
- 11.30 - 12.50 New Partner presentations (Hungary, UK, SA, MEX)
- 12.50 - 13.50 Lunch at Marina Bay Park Royal Peppermint Restaurant
- 13.50 - 14.20 Singapore Insights (Emmanuel)
- 14.20 - 15.20 Keynote Guillaume Panot: Perspective on Digital Transformation
- 15.20 - 15.50 Creating a business that will put our business out of business
- 15.50 - 16.00 Coffee Break
- 16.00 - 17.00 Keynote Yves-Pascal: Assessments in Executive Search process
- 17.00 - 18.10 Free time
- 18.30 - 21.15 Dinner at my awesome café (by bus)
- 21.30 - 23.00 Cocktails at Picotin Waterboat House

Wednesday September 20

- 09.00 - 10.00 Sales for cross border business in IESF (Dror)
- 10.00 - 10.30 Rebranding IESF update
- 10.30 - 11.30 Creative Teambuilding Workshop Cecile Marche
- 11.30 - 11.45 Coffee break
- 11.45 - 13.00 Creative Teambuilding Workshop Cecile Marche
- 13.00 - 13.45 One IESF quality search process (Gertjan)
- 13.45 - 14.00 1st voting round IESF rebranding
- 14.00 - 14.45 Lunch at Marina Bay Park Royal Peppermint Restaurant
- 14.45 - 16.45 Scavenger Hunt
- 16.45 - 17.15 Debriefing Scavenger Hunt in the hotel conference room
- 17.15 - 18.30 Free time & freshen up
- 19.00 - 22.30 Dinner New Ubin Seafood Chijmes <https://newubinseafood.com/chijmes>

Thursday September 21

- 09.00 - 09.20 Marketing & Academy 2024 (Kirsten)
- 09.20 - 10.15 Brainstorming Group (Stephan)
- 10.15 - 10.35 Finance (Stephan)
- 10.35 - 10.50 Coffee Break & time to visit Urban Gardens hotel
- 10.50 - 11.05 Partnership Development (Kirsten)
- 11.05 - 11.25 IESF Study Internationalization of Talent (Claudia & Gloria)
- 11.25 - 11.45 IESF Awards 2023
- 11.45 - 12.00 LC Rotation & Presidency after 2024
- 12.00 - 12.15 Official voting on new partners (Hungary, UK, SA, MEX)
- 12.15 - 12.45 Open block for Theme Discussion & questions
- 12.45 - 13.00 Voting new branding finalists

13.00 - 13.15 Closing notes and see you at next AGM

13.00 - 14.45 Lunch Marina Bay Park Royal Peppermint Restaurant
& free time at the hotel

15.00 - 15.45 Singapore River Cruise & farewell drinks

Free time

Subject: Decisions made at the IESF Annual Global Meeting 2023

Date: 2nd October 2023

Enclosed: The Financial Presentation 2023

Dear Members of the International Executive Search Federation (IESF),

Please find below the formal minutes of the IESF Annual Global Meeting 2023 held in Singapore from Tuesday, September 19th to Thursday, September 21st, 2023.

1. ****Opening of the Meeting****

The meeting was called to order at 9.00 AM, on September 19, 2023. The Chairperson, [Gertjan van de Groep], welcomed all attendees and thanked them for their presence.

2. ****Confirmation of Quorum****

It was confirmed that a quorum was present at the meeting as per the IESF by-laws.

3. ****Agreement on Financial Decisions****

The financial decisions presented in the attached presentation were discussed in depth. After consideration and discussion, all members present unanimously agreed upon the financial decisions as outlined in the attached presentation. The decisions are now deemed official and will be implemented as stated.

4. ****Approval of Marketing Strategy and Budget for 2024****

The partners reviewed and approved the marketing strategy and plans for 2024, including the budget. The marketing initiatives outlined will be executed as planned in the upcoming year.

5. ****Extension of IESF Presidency****

The assembly unanimously voted in favor to extend the IESF Presidency of Mr. Gertjan van de Groep for an additional two years beyond his original term, making the new end date September 2026.

6. ****New Partners****

The meeting saw the proposal for new partners to join the IESF. The members unanimously voted positively for the following individuals and their respective firms to join the IESF:

- a) Matt Hogg with Wallace Hind, UK
- b) Leonie Fischer, from Leonie Fischer & Associates, South Africa
- c) Gloria Sotomayor from GS Talent Search, Mexico
- d) Éva Fehér from Prime by JobGroup, Hungary

These individuals and their firms are now officially welcomed as partners of the IESF, and we look forward to a prosperous association in the forthcoming years.

7. ****Rotation Leadership Council Members****

The assembly approved a rotation in Leadership Council Members. Mr. Vivek Ahuja, a reliable LC member, has decided to step down. He will be replaced by Mr. Emmanuel White from IESF Singapore.

8. ****New IESF Logo****

The assembly collectively chose a new IESF logo, which will be implemented in the coming months. A special acknowledgment and thanks were given to the Rebranding Team, led by Claudia Montédonico and Normand Lebeau, for their exceptional work on the rebranding effort.

9. ****Creation of New Brainstorming Taskforces****

Two new brainstorming taskforces have been created:

- a) A taskforce for Artificial Intelligence, with Bibi Boas Bondesen from Denmark as the group leader.
- b) A taskforce regarding Cross-Border Development, led by Dror Katabi from IESF Israel.

The goal for these groups is to develop initiatives to improve our Executive Search processes in their areas of attention. They will present their final products, advice, and other relevant contributions at the AGM in Amsterdam in 2024.

10. ****Future Meetings****

The next IESF Regional Meeting has been scheduled to take place in Lausanne, Switzerland, from April 10 to April 12, 2024. Additionally, the next IESF Annual Global Meeting (AGM) will be hosted in Amsterdam, the Netherlands, from September 23 to September 26, 2024.

11. ****Closure of the Meeting****

The meeting was officially adjourned at 01.15 PM on September 21, 2023. Members were thanked for their valuable contributions and active participation during the meeting.

Please be advised that these minutes are considered as official and require members to adhere to the decisions made within the meeting. For any clarifications or additional information, please contact the undersigned.

Sincerely,



Gertjan van de Groep

President, International Executive Search Federation (IESF)