



Newsletter

August 2015

Contents

| | |
|--|----|
| 1. Regional Report from EAPM President – Izy Behar..... | 2 |
| 2. ExCom Members | 4 |
| 3. Next EAPM meetings..... | 4 |
| 4. ExCom, Delegate Assembly and Congress Programme | 5 |
| 5. Elections | 6 |
| 6. HR Award Update | 6 |
| 7. Country updates..... | 6 |
| Spain - Valencia Congress Update..... | 7 |
| Germany..... | 8 |
| Latvia | 9 |
| UK / Estonia | 10 |
| Hungary..... | 10 |
| France | 11 |
| Portugal..... | 12 |
| Greece..... | 12 |
| Turkey | 14 |
| 8. WFPMA Award – “George Petitpas” | 14 |
| 9. Projects/Surveys..... | 15 |
| HRCS (Human Resources Competency Study 2015) | 15 |
| WFPMA Talent Management Survey | 15 |

1. Regional Report from EAPM President – Izy Behar

Dear Members

Here we are with our latest issue of EAPM Newsletter. This one will be the last one before our next EAPM Congress to take place in Valencia, Spain, from October 22nd to 23rd.

Three points I want to stress:

- There has been fantastic activity of country members in organising national HR events. Each time delivering accurately related topics on our functions; nice meeting places and, it seems to me, more attendants than last year. This is a very good sign of the presence and the importance of our national associations in the field of HR, and with their members.

Some countries have provided a review of their events in the newsletter but regrettably not all countries which held an event has an article here. Unfortunately the EAPM website appears to be underused; whereby not all national events are announced nor information or pictures published on it. In that respect our General Secretariat was, and still is, at your disposal should you need any advice or help to use your national pages within the website.

- The organization in Paris, on behalf of EAPM, of the WFPMA spring board meeting mid-April.

Beside the regular agenda, this board meeting was also the official launch of the “Global Studies Committee on People Management “, an international committee whose mission will be to advise the WFPMA board on the studies to be conducted and topics to be studied.

The presence of all those international board members was also an occasion to organise an interactive session with some French HR executives to discuss HR topics status and situation.

- EAPM participation in the Human Resource Competency Survey (HRCS) launched by the RBL Group with the help of Dave Ulrich.

Because of this participation - your participation – the sample of the study was the largest from the beginning, and the results seems to be more than interesting.

Those results will be disclosed to EAPM members during the next Delegate Assembly, in Valencia.

I am happy to give all of you a rendez-vous in Valencia, for our regular annual meetings (ExCo and Delegate Assembly) and the next EAPM Congress organized by AEDIPE, with its national event on October 22nd and 23rd.

The theme of the congress is “Trust and Talent”. How could a HR congress theme be more in connection with our HR functions, now?

Digital revolution, Y generations, new management needs, talents management...nothing could exist and be constructed without trust.

I expect fruitful meetings and conferences.

Also I wish, when meeting all of you, friendly gatherings as it always is.

A bientôt

Izy BEHAR

2. ExCom Members

| | June 2014 - October 2015 | October 2015 - May 2016 |
|------------------------|---|---|
| EAPM Position / Group | Country/Person | Country/Person |
| President | Izy Behar | NEW-TBC |
| Past President | Filippo Abramo | Izy Behar |
| Vice President | Svetla Stoeva | NEW - TBC |
| Treasurer | Max Becker | Max Becker |
| Secretary General | UK/ Susannah Clements * | GERMANY/ TBC |
| Secretariat | Sam Paris | NEW - TBC |
| Founder Member France | Catherine Carradot | Catherine Carradot |
| Founder Member Germany | Ute Graf | Represented by Secretary General |
| Founder Member UK | Represented by Secretary General | Bob Morton |
| Rotation Group 1 | ITALY/ Raffeale Credidio | ITALY/ Raffeale Credidio |
| Rotation Group 2 | CYPRUS/ Natasa Iacovides (Cyprus replaces RUSSIA) | CYPRUS/ Natasa Iacovides (Cyprus replaces RUSSIA) |
| Rotation Group 3 | TURKEY/ Yiğit Duman | ROMANIA/ Dana Cavaleru |
| Rotation Group 4 | NORWAY/ Henrik Ohrn | NORWAY/ Henrik Ohrn |
| Rotation Group 5 | NETHERLANDS/ Lucas Van Wees | IRELAND/ Mary Connaughton |
| Rotation Group 6 | HUNGARY/ Ildikó Szűts Boros | LITHUANIA/ Solveiga Grudienė |
| Rotation Group 7 | SLOVAKIA/ Tatiana Orglerova | LATVIA/ Eva Selga |
| Rotation Group 8 | GREECE/ Martha Milona | GREECE/ Martha Milona |

*Replaced by Bob Morton since November 2014

3. Next EAPM meetings

| | | |
|---|------------|-------------------------------------|
| 2015 | | |
| 18 th Sept | Sofia | Working group |
| 21 st - 23 rd October | Valencia | ExCom ; Delegate meeting ; Congress |
| 3 rd November | Manchester | Working group |
| 2016 | | |
| 21 st January | Budapest | Working group |
| 22 nd January | Budapest | ExCom |
| 11 th March | TBC | Working group |
| 9 th – 10 th May | Wimbledon | ExCom & Delegates Assembly |

4. ExCom, Delegate Assembly and Congress Programme

Wednesday 21st October

- 09.30 – 12.30 EWG at AEDIPE office
- EAPM LUNCH at a restaurant near Las Arenas hotel
- 14.30 – 16.30 – ExCom meeting @ Las Arenas hotel
- 20.00 – EAPM dinner (venue to be confirmed)

Thursday 22nd October

- 09.30 – 12.30 Delegates assembly @ Las Arenas hotel
- LUNCH
- 13.00 – Congress welcome reception
- 15.00 – EAPM/AEDIPE congress Opening ceremony with Jorge Jauregui, Roberto Luna and Izy Behar
- 21.00 – Gala dinner with EAPM HR awards ceremony

Friday 23rd October

- 09.30 – Day 2 of congress starts
- 11.45 – EAPM Presidency handover and Presentation of next EAPM congress
- 12.30 – BCG presentation
- 17.30 – Closing ceremony – new EAPM president and Roberto Luna
- 21.00 – Informal dinner – delegates can attend at their own cost but will need to register

Congress Tickets:



One free congress ticket has been allocated for either the President of the National Association or EAPM Delegate. This ticket is for free congress entry it does not include meals / accommodation / travel

Please confirm your attendance and claim your free ticket to: Pilar Colilla at info@aedipe2015.com

All other tickets and also tickets for accommodation, the Gala dinner and lunch can be booked online through the website at <http://www.eapmcongress2015.com/> (Select Technical Secretariat and Registration option on the website)

5. Elections

The below are the nominations for the EAPM roles stated; the voting will be held at the EAPM Delegates meeting in Valencia on 22nd October 2015, before the Congress. Please note there is one vote per country; where there is only one candidate, the assembly will be asked to formally sanction/ratify the candidate.

EAPM President candidate:

Bob Morton, CIPD

EAPM Vice President candidates:

Lucas Van Wees, NVP

Natasa Iacovides, CyHRMA

Yigit Oğuz Duman, PERYON

We also invited nominations for the role of auditor and we received one as below:

EAPM Auditor:

Kim Staack Nielson, Dansk HR

6. HR Award Update

This year's HR Award is based upon the theme of Talent and Trust. We have received papers from the following countries: Bulgaria, Estonia, France, Germany, Hungary, Italy, Macedonia, Netherlands, Romania and Switzerland.

The winning three entries will be notified in September and then invited to join the Congress in Valencia, on the 23rd/24th October, where the overall winner will be announced.

For more information about the HR Award 2015 please see:

<http://www.eapm.org/eapm-congress/hr-award-2015/>

7. Country updates

Full membership of Croatia will be confirmed in the Delegates Assembly in October 2015.

Armenia has been granted observatory status.

Israel is to become a corresponding member if accepted in the next delegate's assembly

Spain - Valencia Congress Update



Dear Presidents and Delegates of EAPM affiliated countries,

As you all know, the 27th EAPM Congress will be held together with the 49th AEDIPE National Congress on October 22nd and 23rd and it has been organized by AEDIPE Valencia counting on the international support of the European Association for People Management (EAPM). This event is the result of many years of collaboration and partnership.

This year, more than 500 professionals will share working spaces, and participate at workshops, networking activities, conferences and leisure activities in the beautiful urban and coastal environment of the city of Valencia at the [Hotel Balneario Resort Las Arenas Valencia ****GL](#), a deluxe hotel and conference centre overlooking the Mediterranean Sea.

Our HR Associations represent, link, symbolize and highlight the value of the role of HR and people management. This is not a mere *cliché*, but rather the way to achieve objectives in terms of the promotion of high performance, quality of service, sales and professionalism and, above all, organizational efficacy and efficiency. And everything on the basis of certain values, sustainability and a responsible leadership, an authentic leadership, that is transforming, ethical, flexible and capable of leading the companies towards modernity and the uncertain future loaded with the challenges that are awaiting us.

Our 2015 Congress "Talent & Trust. Aligning strategies" truly illustrates the vivaciousness and positive attitude of a profession that continuous being the key factor in terms of business management and which we would like to continue guaranteeing for the improvement and benefit of our organizations.

You can find all the information about the Congress on www.eapmcongress2015.com

We strongly encourage you to join us and promote this event amongst your members. Important discounts are set for groups of 10 people or more, so it would be very advantageous for your members to be included in their own association group.

For you, according to the list of Presidents/Delegates that EAPM secretary sent us, the Congress is free of charge, so you only have to pay for the Gala Dinner and the Friday lunch if this is your choice.

If you need any help for registering please contact info@aedipe2015.com

We need all of you to build together this event! Valencia is waiting for you!

REGISTER FOR THE 2015 CONGRESS AND SET UP YOUR MEMBERS GROUP!!!

Germany

Germany DGFP/ Congress 23rd/24th February 2015.



One of the main topics of the German Association for Personnel Management DGFP's agenda this year is "Digitalisation". On 23rd/24th February 2015 in Berlin, DGFP held its congress which was aptly based on the theme, "The Digital Transformation of Companies and its Challenges for the

Management and HR". More than 400 participants and practitioners from DGFP member companies, academics and politicians enjoyed two days of inspiring speeches and contentious discussions.

In conclusion: the digital transformation in companies is increasingly challenging HR. HR has to initialise the development for the changing work environment – and cannot lose time in creating the digital working environment. At the same time HR itself has to digitise its own processes and structures to contribute to the competitiveness of the companies in the global and digital competition.

DGFP/ Conference 24th/25th September 2015.



On 24th/25th September 2015 in Berlin, DGFP will hold its HR conference for Professionals and Young Professionals focusing on "How megatrends like digitalization, globalization, demographic change and the claims next generations affects the topic of leadership revolution". Participants of the conference will get insights from science as well as industry, but will simultaneously work on different scenarios how leadership will change and what concrete fields of action in this case arise.

For more information on DGFP // lab visit: www.lab.dgfp.de.

Latvia

Latvian International HR Conference

On 16 April, 2015 the International Lifelong Learning HR Conference was held in Riga, Latvia. Almost 200 HR managers and company leaders gathered to address and discuss how to improve accessibility, quality and efficiency of lifelong learning.



President of European Association for People Management (EAPM) Izy Behar welcomed the participants of the conference organized by the Latvian Association for People Management LAPM in the context of Latvia's Presidency of the Council of the EU.

"The issue of lifelong adult learning is relevant today more than ever, both in terms of the ability to adapt to the needs of the changing labour market and to implement such objectives of the society at large as social activity, citizenship, and sustainable development" President of EAPM, Izy Behar.

On behalf of the Latvian President, Minister of Education and Science, Mārīte Seile welcomed the conference underlining the importance of lifelong learning in the constantly changing world. She emphasized that Latvia is putting a great deal of effort into ensuring that adults with different needs – whether they are company employees or third-age university students, and regardless of their age, education or place of residence – will have more opportunities to learn and pay for education not only using their own resources, but also public finances.



The conference aimed to address the issue of using learning as a tool to increase the competitiveness of organisations and improve the employability of our citizens. In today's difficult economic times achieving and maintaining competitiveness is key.

Conference video: <https://www.youtube.com/watch?v=IAIrXIH2v3I&feature=youtu.be>

UK / Estonia

NEEM

The 18th Northern European Exchange Meeting (NEEM) was held over 2 days; 11th/12th May 2015 at the CIPD offices in Wimbledon, London. It was well attended with representatives from Germany, Netherlands, Norway, Denmark, Estonia and



Sweden and was opened by Peter Cheese, CEO of CIPD. There were interesting talks about the Development of National and International HR Standards; Research and Policies in Europe; HR Analytics; as well as HR perspectives from the point of different countries. The event concluded with a tour of the famous All England Lawn Tennis Club.

The next NEEM event is being held on 12-13th April 2016, at PARE Estonia which will be followed by the PARE's HRM Conference held on 14-15th April.

Please contact Mariliis Aigro mariliis@pare.ee for further information.

Hungary

OHE, 25th National HR Conference



On 3rd/4th June, 2015 the 25th National HR Conference in Hungary was organized with nearly 260 participants. The conference is a regularly organised annual event, which is hosted by OHE (National Human Management Association), also celebrating its 25th anniversary this year. Each year the conference offers a variety of technical and methodological novelties for its participants.

This year the main professional message of the conference was to identify the values that have accompanied the past 25 years of the HR profession and the challenges that we have to prepare for in our rapidly changing economic and social environment. The most successful parts of the conference were the presentations delivered with a Pecha Kucha methodology, giving a multi-faceted and varied client experience to the members of the audience.

The 2015 year's HR Oscar Prizes were awarded at the Gala Dinner of the two day event. "The HR Role Model", Individual Category theme was awarded to Éva Somorjai; Deputy Director General of HR at Magyar Telekom NyRt. Éva's professional career, her personal social responsibility and the continuous renewal of the HR organisation in the Magyar Telekom HR has evoked not only the acknowledgments of the jury, but all of the HR professionals' esteem as well.

"The annual HR innovation", the HR Organisations prize, was awarded to the HR team of SMR Hungary Bt. The HR team of SMR has worked out and implemented a program of how to include and retain young professionals - this presents a solution that could be followed by any enterprise. This application will be officially submitted by OHE for the competition for the European HR Prize.

For further information:

Ms Gyöngyvér Singh, OHE project coordinator, phone number: +36 /30/979-9036

France

ANDRH Francophone International HR Congress (CIFRH)

ANDRH successfully met the challenge of #CIFRH2015



On 25th/26th June, ANDRH organised the first France-based Francophone International HR Congress (CIFRH). Conferences, workshops, short inspirational speeches all revolved around the theme of labour transformation and all led to a tremendous amount of high value HR content for attending HR professionals.

The congress was the first of its kind and magnitude ANDRH has organized. Andrh is proud to announce that almost 2000 participants attended, coming from several French overseas territories and 21 countries, showing the extent of the national and international mobilisation of the HR community.

Twitter confirmed the mobilisation since participants tweeted more than 3,300 times about #CIFRH2015, strengthening the modern and digital aspects of the congress. The congress truly was the rallying point of the HR community for the two days it lasted and paved the way for HR professionals to take an active role in the transformation of labour.

Portugal



APG HR Awards

The APG HR Awards are awarded annually to Portuguese professionals and companies to highlight the importance and its performance of the role of the HR Manager within organisations. The awards have been running since 2006 and are divided into three categories Individual, Organisation and Honorary.

Winners are selected by a jury, in accordance with the awards regulation from the nominees, notably APG members that are not necessarily HR Managers.

Nominations for the awards should be submitted by the 15th October of each year. The winners for this year will be announced at a reception taking place during the 48th APG National Conference held on 15th November 2015 at the Calouste Gulbenkian Foundation, in Lisbon.

To submit entries please complete the application found at the APG website: <http://www.apg.pt/index.php?id=123>

Greece

HR FORUM 2015 – Conference Day



In March 2015, GMPA, Greek People Management Association held their most prestigious annual event of the Association, the HR Forum 2015. It was held at the King George Hotel with the participation of 296 members and guests in collaboration with Zenger Folkman Company and thought leaders LLC as well many other key co-speakers.

Statement from the GMPA BoD.

WE STAY IN EUROPE

“In these difficult times for our country, we, as the BoD of the Greek People Management Association, feel the need to share our thoughts, concerns and considerations about the future of our country in Europe but also about Europe itself.

Founded 37 years ago, our Association has followed closely most of the significant developments of the transition from dictatorship to democracy in Greece.

Our entry into the EU has brought us closer to Europe and to the world. During this time, we went through constant market upheavals and changes in the professions, our borders were opened, Greek enterprises became to grow and multinational enterprise activity in Greece rose and so did the development of our employees.

A part of this development process has to do with key human resources management issues, such as labour relations, employment policies, training, worker mobility, and a dialogue on a single Europe in terms of skill, health and safety matters. On a national and enterprise level, we exchanged ideas, practices and policies on all the aforementioned matters. We introduced innovations in our businesses, whereas our people, our employees, had better development and employment opportunities.

With a creative mind-set, we adopted a people-centred approach for our businesses and our employees. In this process, we always had one Europe in our mind and in our heart – one Europe with a vision for employment, entrepreneurship and development. We also implemented many pioneering ideas that we shared with universities, businesses and the HR community across Europe.

This is the Europe that we grew fond of and we organized our lives around: a Europe striving for evolution amidst a global economic and business environment.

We benefited from European programmes granting scholarships and exchange programmes for young people, we discussed labour issues gaining valuable experience from the innovative practices of other countries and we also established development strategies for our companies in the European open environment.

This is the Europe we want to uphold today by placing an emphasis on the positive side of this journey and aspiring to making it better.

It is our belief that the European environment ensures better employment prospects and job retention for Greek businesses and employees.

Europe has been a catalyst for Greece's human resources development, and we feel that this environment can only be a driver for growth for our profession and our employees.

Over and above all, Europe is our connective tissue and our umbilical cord.”

The GPMA BoD

Turkey



World Congress in Turkey

The WFPMA 16th World Congress on Human Resource Management will be held in Istanbul, Turkey on 19-21st October 2016, and is being organised by İnsan Yonetimi Dernegi of PERYÖN (People Management Association of Turkey). This world-class event is being designed to address key organization and people management issues through the sharing of new insights and solutions by international renowned speakers, business leaders, and practitioners from around the world. The World Congress will provide the delegates with a platform for global exchange, learning and sharing among business leaders and HR professionals.

8. WFPMA Award – “George Petitpas”



The WFPMA Award "George Petitpas" (formerly Georges Petitpas Memorial Award) is awarded to recognise individuals who have made exemplary contributions to the advance of the HR profession at international level and whose spirit and dedication has been an inspiration to others.

The Award is presented, at the WFPMA World Congress on People Management (next year in Turkey) held every two years in different locations around the world. The award recipient is the guest of the World Federation of People Management Associations at that event.

Pieter Haen –Past President, WFPMA/Chairman, WFPMA Award Selection Committee, warmly invites you to nominate candidates for this most prestigious global HR award. Nominations for the award need to be submitted by October 31, 2015.

For details on criteria and nomination forms please see this link:

<http://www.wfpma.com/wfpma-award>

9. Projects/Surveys

HRCS (Human Resources Competency Study 2015)

The Human Resources Competency Study HRCS is conducted by RBL Group/University of Michigan, Ross School of Business. It is the leading study of this kind in the world, famously profiled by Dave Ulrich and other leading global thinkers within RBL. The study will give a historically strong European perspective on which competencies are necessary to succeed for HR professionals and departments

Registration for this survey closed 15 August 2015.

The data will now be analysed and the results will be presented in Valencia.

Dave Ulrich would like to connect with your organisations about potentially sharing articles or other intellectual property with you that you could publish or distribute in your publications or newsletters. If you are interested please let us know.

For your records, please find the attached status update for 10 August 2015. Please let us know if you would like status updates of individuals who have self-enrolled through your organization's self-enrol link. Also, we will be more than happy to provide the detail Excel listing that we have provided the last several weeks, and so please let us know if you would like the detail status for your organization.

The latest update report can be found here... <http://www.eapm.org/projects/human-resources-competency-study/>

WFPMA Talent Management Survey

The World Federation of People Management Associations (WFPMA) is conducting a research study on talent management, focusing on smaller organisations, and is asking for HR professionals to participate in an online survey. "Talent management is key to the performance of any size organization, but research on the smaller ones hardly exists. WFPMA aims to provide national HR organizations with insights on how successful smaller organizations manage talent," the group said. About 90 percent of the global economy is made up of small and midsize businesses, according to WFPMA.

[The Global Study on Talent Management in Small and Medium-Sized Enterprises and Family-Owned Businesses](#) is online, anonymous and requires about 10-15 minutes of the survey-taker's time, according to WFPMA. It includes questions on current talent management practices and capabilities, major challenges, future priorities, and the implementation of new processes and tools.

The group expects to publish the results in the beginning of 2016.

Please see link for more information: <https://www.research.net/s/impact-of-talent-2015-eng> or <https://fr.research.net/s/impact-of-talent-2015-fra>