

President's Statement

As my time as President comes to an end, it is appropriate to reflect upon what has been a very interesting two years. The world situation has given grave cause for concern at times, as we have struggled with global terrorism, deadly viruses and natural disasters. Added to this, many countries have been faced with serious economic situations which have resulted in the demise of companies and the individual financial hardships employees experience with the loss of their jobs. Other scenarios have been more positive, with strides in medical breakthroughs, sharing of knowledge and learning globally and new enterprises responding to opportunities in new marketplaces.

One thing for certain is that people have been at the heart of all of this, which is what gives our profession such an important place in society and business. EAPM has supported its members in their quest to raise the standard of the HR profession throughout Europe. In the promotion of good practice in organisations, they have endeavoured to implement policies and practices which ensure that employees are given the maximum opportunity to develop themselves and to contribute creatively to the success of the organisation. This goes right across the board, including our members who are part of the EU, to those who are about to join or who chose to remain outside, but are nonetheless committed to the principles it embraces in social and employment issues.

During the time I have been President, we have been pleased to welcome new members into the EAPM who have already contributed to its development. No doubt we will continue to grow which will add to the diversity of the organisation and will enable access to a greater exchange of ideas about good practice in the people management arena.

The highlight of the past year has been the 21st EAPM Congress in Rome hosted by Antonio Golini and his team at AIDP. The Congress programme was extremely stimulating and helped us look at a range of ideas which can assist us in taking a more holistic approach to managing people in the workplace. It was interesting to see how issues such as diversity and corporate social responsibility are beginning to take such a prominent place in the values embraced by companies across Europe. The networking was extremely valuable and very enjoyable, enhanced by the spectacular and atmospheric backdrop of Rome. We were also honoured to receive a special mention from the Pope during our visit to the Vatican at the beginning of the Congress.

I am now handing over the role of President to Filippo Abramo of AIDP who I know will provide an energetic and wise leadership of our association. I would also like to thank Geoff Armstrong and his team at CIPD who have provided the Secretariat of EAPM for the past four years. This role is now passing to Hans Boehm and his team at DGFP.

I wish you all a productive and prosperous year as you take forward the people challenges in your professional lives.

Christoph Schaub

The European Association for Personnel Management (EAPM)

The Delegates' Assembly meets annually and consists of one permanent delegate and one other representative from each country. An Executive Committee of nine members meets at least twice a year. It is appointed by the Delegates' Assembly which also nominates the Association's President, Secretary General and Treasurer as well as any other officers it may wish to appoint. The Executive Committee has authority to set up sub-committees and working parties in order to carry out EAPM business. On behalf of national member associations, the EAPM co-ordinates initiatives, research work and surveys at European level, as well as identifying sources of information to assist practitioners at a local, national and/or European level. It organises meetings, conferences, seminars and the publication of information in line with the aims and objectives of the Association.

For further details on the EAPM and its activities, including application for membership, please contact the EAPM Secretariat:

EAPM Secretariat 1999-2003

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EAPM: June 2002 – June 2003

During the past year the flow of information and experience exchange across the organisations has continued to flourish. The volume of traffic to the website has been steady, with professionals using it as a starting point for contacting colleagues around Europe to help them better with their international roles. The Directory was sent to all organisations for their use and this valuable resource on the website was kept up to date with contact details. Many members have held bilateral exchange meetings to discuss issues of common importance and to strengthen their own relationships. People have travelled to others' national conferences to discover the latest trends in people management in different parts of Europe.

During the Delegates' meeting in Paris last year we welcomed into membership the Bulgarian Human Resource Management and Development Association (BHRMDA) for a two year probationary period. The Personnel Managers in Denmark (PID) also came into membership at the same time as did the Foundation for Human Resources Development in Malta (FHRD). Over the past twelve months representatives from these organisations have been active participants in the association and brought new perspectives to our discussions.

Time was spent discussing the strategy of the EAPM, bearing in mind its limited financial and staffing resources. Objectives outlined can be summarised as:

- To enable national organisations to strengthen their position and offer additional services to members
- To add value to professional members through services which support, but do not compete with, existing national activities
- To increase EAPM credibility as the European HR umbrella association and raise brand awareness
- To generate additional means to develop further activities and presence

As a step towards making information from different countries available it was proposed to conduct surveys on a multi-national European basis on themes of common interest. This would be a first step to a possible European information sharing platform.

The 21st EAPM Congress took place in Rome in June 2003. Unfortunately not as many delegates as expected attended, probably due to global economic and security difficulties, so the Congress has not made a profit financially. From a professional point of view the Congress was excellent. Antonio Golini and his team from AIDP had put together a strong programme with stimulating speakers and engaging topics. Based on the theme „Raising People in the Tech-Net Age“ there was a strong spiritual, ethical, moral and philosophical thread running through the Congress. We enjoyed some first class plenary speakers including Joel de Rosnay who looked at emerging technologies and their impact on the workplace, combining theory and practical examples and Arie de Geus who conveyed his message that companies don't change strategy because of technology and competitive advantage comes from being „brain rich but cash poor“. Arie also talked about human capital and the importance of the retention of talent within organisations. Francis Fukuyama delivered a lively session on people in relation to organisational structure and identity. He gave lots of fascinating examples about the way people operate in social groups in different parts of the world. John Seely Brown delivered a thoughtful presentation, looking at knowing and learning in organisations and the way structures enable or inhibit learning and knowledge sharing. He also talked about learning being a social activity in communities of practice. We also shared learning in some interesting parallel sessions. A big theme was corporate social responsibility and the role of ethics with the HR manager being seen as the champion of ethics within the organization. Moral values were seen as an extension of social accountability and this was viewed within the context of how social protectionism can remain a core value within the EU, balanced against the need to remain competitive within a global marketplace.

AIDP created a great innovation at this Congress with the „Young Talents“ group, two representatives from each EAPM country member. The Young Talents had been working on various HR themes relating to the conference sessions for the previous six months (mostly through virtual teamworking) and they then

contributed during the Congress to the parallel sessions with their slant on the issue incorporating country differences. The Young Talents praised the experience of working with other young HR professionals from different countries and have continued their networking since the Congress.

EAPM Balance sheet and statement of income

EAPM: Balance sheet

	2003	2002	Difference
Bank	126.486,95	154.404,65	-27.917,70
Receivables	563,10	3.687,40	-3.124,30
Bonds	90.899,00	90.899,00	-
Total assets	217.949,05	196.221,00	-31.042,00
Liabilities	1.750,00	46.750,00	-45.000,00
Year to date result	202.241,05	194.471,00	7.770,05
Gain	13.958,00	7.770,05	6.187,95
Total Equities & liabilities	217.949,05	196.221,00	21.728,05

EAPM: Statement of Income 2003

	2003	Budget 2003	Difference 2003-budget	2002	Difference 2003-2002
Fees previous yrs.	8.750,00	9.000,00	-250,00	8.750,00	-
Fees current year	71.200,00	80.000,00	-8.800,00	77.000,00	-5.800,00
EAPM congress	-	10.000,00	-10.000,00	-	-
Bank interest	213,20	300,00	-86,80	309,20	-96,00
Total revenues	80.163,20	99.300,00	-19.136,80	86.059,20	-5.896,00
Secretariat expenses	45.000,00	45.000,00	-	45.000,00	-
WFPMA	3.300,00	3.300,00	-	3.300,00	-
Project	10.060,00	35.000,00	-24.940,00	22.142,85	-12.082,85
Travel & entertainment	3.961,65	4.000,00	-38,35	1.320,10	2.641,55
Bank charges	444,85	500,00	-55,15	265,20	179,65
Taxes	3.355,70	400,00	2.955,70	366,00	2.989,70
Other expenses	83,00	6.000,00	-5.917,00	5.895,00	-5.812,00
Total expenses	66.205,20	94.200,00	-27.994,80	78.289,15	-12.083,95
NET RESULT	13.958,00	5.100,00	8.858,00	7.770,05	6.187,95