



Newsletter

December 2015

Welcome to this late autumn edition of the newsletter which contains updates on the changes to our various EAPM Committees, short reports on the 27th EAPM Congress in Valencia and CIPD's Annual Conference in Manchester and project reports from various members. In future we would be pleased to welcome reports from our member's national conferences and events so please submit your reports and news items to the Secretariat for inclusion in future editions of the newsletter.

Contents

1. Report from New EAPM President – Bob Morton	2
2. New Committee Members	4
3. Congress	5
4. Presidency handover.	5
5. HR Award Winners 2015	6
6. Projects.....	7

1. Report from New EAPM President – Bob Morton

I was delighted to be elected EAPM's President at the Delegates Assembly and I'm looking forward to working with our member associations in the coming months to further develop the voice and value of EAPM for the profession across Europe and beyond. The Delegate's Assembly also saw the welcoming of new members as part of the membership rotation scheme and we look forward to working with them to continue to develop EAPM's presence and impact.

I wish to pay tribute to our outgoing President, Izy Behar and to Filippo Abramo, who has stepped down as Immediate past President for their stewardship of EAPM. Izy will of course continue in the role of Immediate Past President and provide continuity for the association. During his term of office as President, Izy has been tireless in his work to connect and encourage EAPM's members, especially our newer national associations. He has selflessly travelled to the far corners of Europe in his quest to support our members and develop connections across the association. Filippo has almost become an institution in EAPM having served the Executive Committee and Working Group for over 10 years. He has twice been President of EAPM and has been a great influence on the direction of EAPM and has provided strong links to the EU. We thank him for his dedication and commitment to EAPM and the people management profession.

The Delegate's assembly also marked the formal handover of the EAPM Secretariat from CIPD to DGFP in Germany. Dr Sascha Armutat is the new Secretary General of EAPM and will be supported in the secretariat by Barbara Orlik, Manager International Affairs of DGFP. Both bring very relevant and deep experience of research and working in international associations to their roles. I am very pleased Max Becker continues in his role as Treasurer of EAPM. Max keeps us on track financially and with his strong HR experience ensures we take a grounded and realistic view of our plans and projects. We have a strong working group and Executive Committee to forge the future shape of EAPM.

Our thanks are also due to Even Bolstad Managing Director of HR Norge ably supported by Henrik Ohrn who has championed the RBL study on *The Impact of HR Competencies and HR Department Activities on HR Value Creation*. This was round 7 of the HR Competency Study which is the only longitudinal study of its type. Even gave a very stimulating presentation of the summary results to the Delegate's Assembly and these are available via the following links:

[HRCS Overview](#) - **The Impact of HR Competencies and HR Department Activities on HR Value Creation: Round 7 of the HR Competency Study**

[Presentation of Even Bolstad from the Delegates Assembly](#)

Our next Executive Committee will take place in Budapest in January and I will launch consultation and discussion on the future shape and direction of EAPM. As announced at the Delegate's Assembly, we will also embark on the modernisation of EAPM's Statutes to reflect up to date governance practice.

Finally I wish to set out the bigger picture against which we will be developing EAPM. There are some significant shifts in the context for our work at EAPM. We need to recognise the changing nature of work, the workforce, and the workplace. Globalisation, technology, the younger generations, and the uncertain nature of the economic and political environments, are all major factors in shaping the future and are creating an ever, greater need and opportunity for HR and L&D in our countries.

However, we also have to step up, to improve our understanding of the big contextual shifts, and to build new capabilities that will ensure we really can work strategically and impact value and outcomes within the organisations we serve. We need to look at our policies and practices and some of the models we have used in the past that have shaped HR and learning and to develop new frameworks, new competencies and different mindsets to build the profession for the future.

One of my aims for EAPM is to provide a platform and forum to explore all of these ideas across Europe, and also discuss ways in which we can build greater international collaboration and connections, new standards and common ways of measuring what we do and the value we create. I hope you will join me in the journey because EAPM can only be successful through working together and combining the efforts and contributions of its members.

Kindest Regards,
Bob.



President Bob Morton and Treasurer Max Becker in action whilst at the CIPD conference in November!

2. New Committee Members

We have a new group of Executive Committee members. This group will remain until after the next delegate's assembly in October 2016 and are listed here: [executive-committee-composition](#)

Here are the dates of the EAPM meetings...

Date	Type of meeting	Location
2016		
25 th January	EWG	Budapest
26 th January	ExCo	
9 th May	EWG	Wimbledon
10 th May	ExCo	
6 th July	EWG	Amsterdam or Frankfurt
18 th October ???	ExCo	Istanbul
19 th October ???	Delegates Assembly	
20 th / 21 st October	WFPMA Congress	
8 th November	EWG	Manchester
2017		
26 th /27 th October	EAPM Congress	Cannes



We do not yet have a photo of working group or ExCo members but here are the delegate's assembly (photo from Valencia)

3. Congress

The 27th EAPM Congress took place in Valencia, Spain on **October 22nd and 23rd 2015**. AEDIPE, the Spanish Association for People Management and Development, hosted a very successful event. Thank you to the AEDIPE team for all their efforts to make the Congress a success. Valencia and Spain can be very proud of their achievement!

The hospitality was excellent, and it was a real pleasure to meet so many AEDIPE members. The range and variety of speakers was attractive to both international and national delegates and Charles Handy was just superb! The ending session with the 'Clownclusions' was truly creative and energising as well as being very funny.

We are waiting for the official congress photo album and also the collection of presentations. In the meantime you will find photos and a link to 2 videos here: [Congress photos and video link](#)

4. Presidency handover.



Izy Behar handing over his presidency to Bob Morton at the congress in Valencia.

5. HR Award Winners 2015



There was a high standard of entries for this year's HR awards. After much deliberation and consideration the judges made their decision on the top three finalists who were then invited to Valencia to receive their award. Izy Behar as EAPM President hosted the ceremony and presented the awards.

You will find a brief summary of each essay and also the full essay of each of the 3 winners on the EAPM website here: [HR Award finalist's essays](#)



Izy Behar awarding Svetlana Valeva from Bulgaria her trophy as 1st Place Winner
Her essay was titled Network Intelligence: Trust and Talent Alliances

Svetlana, Detelina Smilkova and Svetla Stoeva with the HR award trophy



2nd Place Runner Up from Italy

Antonia Specchia – Collaboration for Change: The Saipen Path Towards Social Collaboration

(Award was be collected By **Raffaele Credidio** of AIDP on his behalf.)

3rd Place Runner Up from Hungary

SMR Hungary Bt. HR Team Represented by Ágnes Lakatos and Réka Szokoli – Mentoring Talents

6. Projects

Erazmus Plus Project for HR Professionals in Slovenia

The Slovenian HR association was successful in securing financial support from the EU through the Erazmus project for adults. To find out more please see here: [Erazmus Plus Project](#)

Alliance for Youth in Hungary – 1st anniversary

The mission of the Alliance for Youth in Hungary is to leverage the activities and initiatives across education, government and the business sector to prepare youth with relevant skills and experience for the world of work and contribute to successful growth of Hungary. To find out more please see here: [Alliance for Youth](#)

Can EEA and Norway Grants support your projects?

Do you have a secret dream for your NGO to contribute more to society? This article written by Paal Leveraas, HR Norge shows how you might obtain financial support from a source you probably never knew existed. Read the article for the what, why and how. One area of particular interest is addressed by one particular fund, the Global Fund for Decent Work and Tripartite Dialogue. It's aim is to contribute to strengthened social dialogue to stimulate and support non-discrimination, life-long learning and decent wages. Sources and further reading references can be found at the end of the article. Further information can be found at: [EEA and Norway](#)

CIPD Annual Conference and Exhibition (ACE) in UK

CIPD held its annual conference and exhibition in Manchester over 4-5th November 2015. Peter Cheese CEO CIPD opened the conference by encouraging delegates to reduce their reliance on rules, challenge conventional thinking and drive innovation by focussing on context, purpose and outcomes. To read more on Peter Cheese's opening address click here: [CIPD ACE 2015](#)