

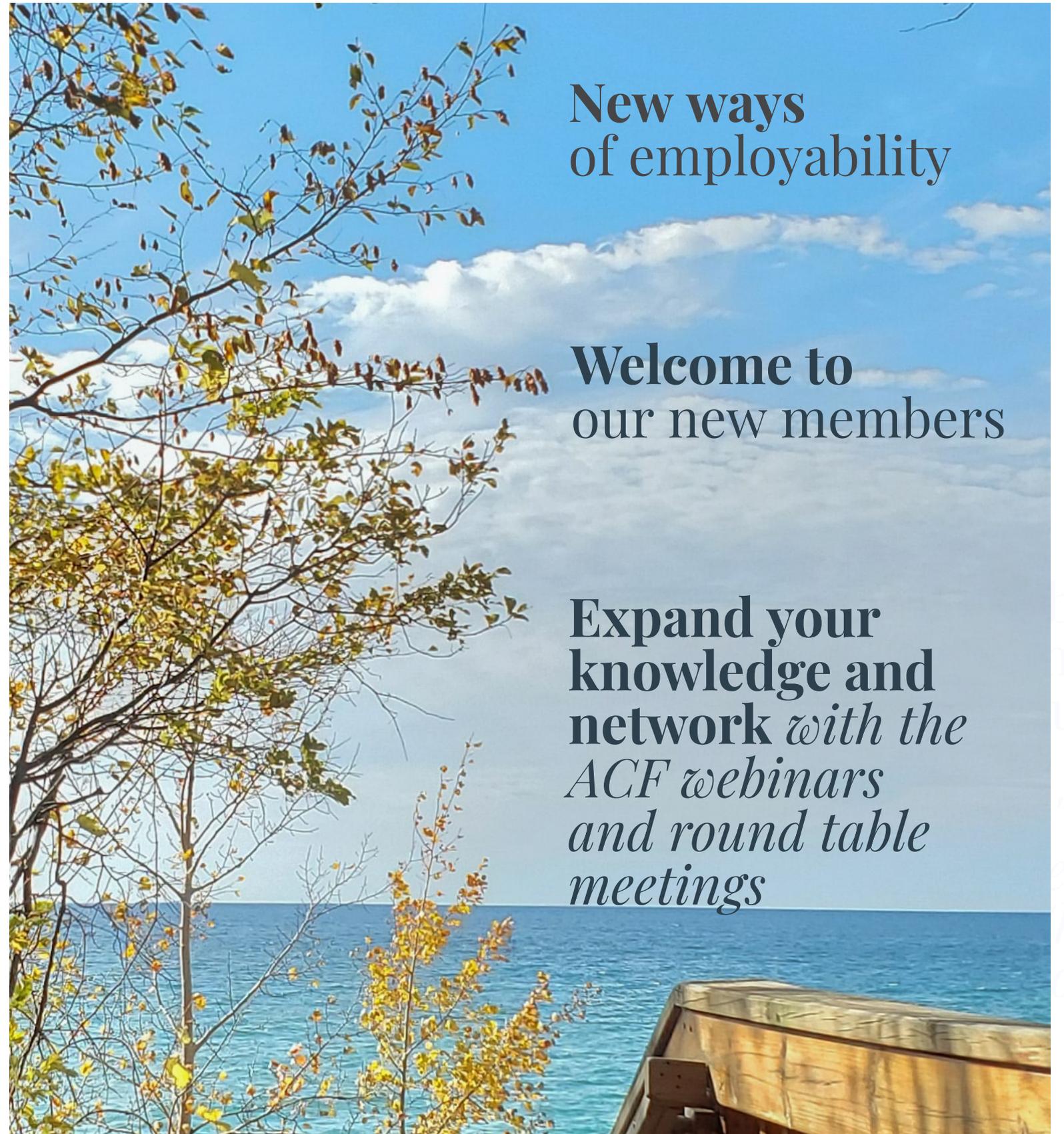


Association of
Career Firms
INTERNATIONAL

N e w s l e t t e r

Vol. 01 Spring

DATE: April 2021

The background image shows a scenic view of a lake under a blue sky with scattered white clouds. In the foreground, there are trees with yellow and green leaves, suggesting an autumn setting. The bottom right corner shows the edge of a boat's deck.

**New ways
of employability**

**Welcome to
our new members**

**Expand your
knowledge and
network *with the
ACF webinars
and round table
meetings***

introduction

01.



From the board

Dear members,

The first quarter of 2021 is just behind us. 2021, the year when everything would return to "normal" and the ceaseless series of changes would come to an end. Nothing could be less true.

Dealing with change is something that we as career management organizations deal with and specialize in on a daily basis. But it still feels different when it comes to yourself or your own organization. There also lies the challenge of reinventing yourself and finding new challenges.

For example, physical travel is currently not possible and we do not get further than our national borders. Virtual travel is now business as usual, through applications such as ZOOM and TEAMS, and encourages us to look beyond our own borders.

ACF International believes it is important to inform and to connect with colleagues globally. Therefore we are very particularly pleased with the arrival of six new members from South Africa, Brazil and Europe. In this newsletter we introduce them to you.

In the perspective of connecting, ACF International has started organizing Round Tables. A platform where we share knowledge and experiences in an environment of equality and respect.

In this newsletter you can read which Round Tables have taken place so far and which are on the agenda for the coming months. You will also find an overview of the webinars that have been organized in recent months, together with the data of the upcoming webinars, for which you can already register via our website. Please, feel free to send us input for items you would like to discuss during the Round Tables or topics you would like to see presented in webinars or interesting articles for our newsletter.

If you feel challenged to deliver input for these items, why not join our board? As a board we prefer to be the footprint of our members and are always looking for fresh insights and expertise to add to the team.

We had previously announced that our General Assembly would take place on April 21st. However, under the current circumstances, we have decided to move it to September 2021 for the time being. We will communicate the final date later.

ACF International wishes you a good Easter and a beautiful spring.

A handwritten signature in blue ink that reads "P.L.F." followed by a horizontal line.

Pascal Laurent Favre

President ACF international
plfavre@acfinternational.org



e m p l o y a b i l i t y

02.

Employability

a real challenge for our candidates,
a mission for our career firms

By: Pascal Laurent Favre - pdp europe

The **current societal** environment, turning it on its positive flip side, can be identified also as a catalyst allowing a quantum leap change of vision and of pace. Businesses, enterprises, organizations and institutions are nowadays facing an unprecedented overall situation of uncertainty due to which HR and General Management are faced with a variety of human challenges, which needless to say, are vital to any company's ability to prevail by turning every stone into an opportunity.

These human challenges further **reinforce the importance of helping individuals** at all levels find their way to support their company's business efforts and related durable turn-around.

To this effect the real key factor is their **EMPLOYABILITY** i.e. their skills, competencies, learnability, potential and fundamental motivation for a continued professional career as well as for a true personal development.

EMPLOYABILITY is an overarching company HR philosophy which translates into a **new HR management vision**. It aligns the company posture to the societal daily transformation and it is a paradigm change of management style.

It is a profound change in the relationship between the company and the individual as it is a shift from the employer/employee mentality to company /supplier partnership relationship.

It must inspire a more project oriented agile way of working as opposed to a routine, static working pattern.

It therefore entails evolving organizational structures where people at all levels must and are willing to adapt to changing tasks, responsibilities and behaviors.

Lifetime employment and career mapping cannot be predetermined nor predefined anymore.

Loyalty between the company and the individual must shift to a new set of values which are driven by the ever so rapid societal transformation.

Similarly, the relationship between the company products or services and the clients must remain contemporary and thereby aligned to the changing consumer expectations which are also driven by the ever so rapid societal transformation.

Within such a constantly changing company, business and working environment individuals discover a new way of being professionals whereby their life as human beings, citizens and workers is not anymore just dependent on their employer but rather on their skills, competencies, values, motivation and lifestyle preferences which they must be able to drive primarily on their own initiative and a sense of responsibility focusing on the fact that their career is their business/company and therefore **with an entrepreneurial and self-employment mindset**.

info: www.pdpeurope.ch

n e w m e m b e r s

03.

New members

We are proud to welcome **LHH Africa** as member of **ACF International**.

LHH Africa is the Affiliate partner of LHH – the world’s leading HR solutions partner – LHH’s 4,000 coaches and colleagues work with more than 12,000 organizations in over 60 countries around the world. LHH Africa collaborates with Organisations across the entire African Continent.

We empower individuals to accelerate performance with the support of our professional team of LHH Certified Coaches, specialising in Leadership Development, Change Management and Career Transition.

We provide clients with customised programs built on LHH proprietary methodology, globally recognised to bring results whilst dealing with workforce transformation.

In addition, LHH helps Athletes to land meaningful work after their sporting careers; LHH Africa, in partnership with the International Olympic Committees’ global Athletes 365 Career + initiative, reaches hundreds of Athletes across Africa - helping them transition from the world of sport to the world of work.



TRACY HARDY
Managing Director LHH Africa

As an HR Professional with over 25 years’ experience, I partner with Executives and Organisations who recognize that there is opportunity within every Company and every person and actively promote a people-first philosophy. I have always had a passion for Coaching and Career Transition and for this reason completed my Masters in Philosophy of Management practice at the University of Cape Town, with my Research Dissertation subject being based on Coaching Management practice in the area of Career resilience.

WHY JOINING ACF INTERNATIONAL?

LHH Africa looks forward to collaboration, building fruitful networks and learning from Coaching professionals across the globe.



n e w m e m b e r s

We are proud to welcome Talent International as member of ACF International.

Talent International is a firm with more than 20 years of experience in Talent Management, Leadership Development, Outplacement, Coaching, Assessments and Dealing with Change.

As an International Partner of the BPI Group we jointly offer our services in more than 40 countries around the world. We provide consistent and high-quality support and handling of your international (HR)D projects in all required countries. The assignments are conducted in English or local languages as required.

In successful organizations, talents achieve performance in agile teams with competent leaders. Our strengths lie in coaching on development and change in people and organizations.



ROELAND DOORNBOSCH
General Manager Talent International

Roeland Doornbosch is general manager and a seasoned career and talent expert with over 20 years of experience in the field.

At Talent International we believe that everyone has talent(s). In a rapidly changing world, it is important that you continue to develop talent in order to remain effective and competitive as an organization. It is our job to Identify that talent, Inspire people to reach for more and make work of their Development.

WHY JOINING ACF INTERNATIONAL?

To be visible in international HR networks on behalf of the members, so the members have an advantage when tendering for contracts with multinational companies, because the clients know that an ACF firm delivers high quality service and continuity.



Talent International
IDENTIFICATION + INSPIRATION = DEVELOPMENT

n e w m e m b e r s

We are proud to welcome **Career Center** as member of ACF International.

Career Center is Human Resources consultancy firm with local and global operations for large sized clients in various segments. It was founded in 2001 with the purpose of offering advice on Outplacement for executives to reach their maximum potential in their career transition.

It became a reference and followed the evolution of the market over the years, identifying opportunities to offer its different clients solutions in Assessment, Coaching, Mentoring, Culture and Consulting in Strategic subjects in Human Resources.

Today, Career Center is recognized at the local and international level with notoriety for the quality of its solutions both in career management, as well as in Human and Organizational development.

Our Purpose

We develop possibilities for people to reach their maximum potential for professional and human fulfillment.



KARIN PARODI
CEO of Career Center

***Karin Parodi** is the founder of Career Center, and has over 28 years of experience in career management, executive search and leadership development. Has worked with DBM and Coopers & Lybrand. She is an invited speaker for management events of international standard. Creator and specialist in the 1st Strategic Management in Human Resources program at HSM's ManagementTV. Has a psychology graduate with a post-graduate degree in Human Resources Management and a specialization course in Career Counseling from Oklahoma University.*

WHY JOINING ACF INTERNATIONAL?

Building a strong network for exchanging best practices, innovation and the future of the industry. Build new relations with professionals from the industry and contribute with our expertise in career management.



n e w m e m b e r s

We are proud to welcome **Meesschaert & Partners** as member of ACF International.

Meesschaert & Partners is a specialist. We focus exclusively on outplacement and career guidance. We concentrate on what we are really good at: helping people get their careers (back) on track.

Our mission:

As a service provider specializing in outplacement and career guidance, our mission is to offer comprehensive coaching and advice to individuals who are facing a career change. We allow them to discover and fully exploit their true potential and, in turn, boost their careers.

Candidates

We understand that the candidate may have a whole range of questions when the contract with the previous employer comes to an end. Together we will find the right answers. The candidate can count on us to provide advice, offer tips, teach you techniques and guide you in your search for a sustainable and challenging career.

Employers

We ensure that any employees who have to leave a company quickly find new, sustainable employment and that the employees who retain their jobs continue to be productive, committed and motivated. Always with several options, each with the aim of achieving the best result



GEERT MEESCHAERT
Owner and Director of Meesschaert & Partners

Geert Meesschaert, started his own company, after nine years working as the general manager at Carela (now USG HR Forces). A few of the consultants made the transition too and are now responsible for guiding the candidates.

Today, Meesschaert & Partners operates from offices across the country with senior consultants and the administrative support of an experienced and enthusiastic assistant.

WHY JOINING ACF INTERNATIONAL?

To have contacts with other professionals and other companies.

MEESSCHAERT & PARTNERS

OUTPLACEMENT EN LOOPBAANBEGELEIDING



n e w m e m b e r s

We are proud to welcome **HowToWin** as member of ACF International.

HowToWin is all about winning. We work purposefully to achieve goals through a holistic view of strategy, outplacement, recruitment, headhunting, career guidance and finally in the board work.

Strong, lasting results go through a deep insight into what makes people perform, and conversely causes them to block a positive development.

HowToWin helps you and your business achieve significant, measurable results. Our solutions are both flexible and documented. We give your business an effective boost so that the attractive experience of success becomes part of your reality.

Our why?

We want to change the world by making our customer wiser, so they can change the world.



KIM HOLST
Owner and Director of HowToWin

Kim Holst has more than 25 years of experience with management within production, service, sales and management at CEO level in international and Danish companies. He is an expert in laying out a visionary strategy that can be directly acted upon. He is also a practical sparring partner when the overall business plan needs to show its worth in day-to-day operations. Kim Holst holds an HD-A, an MBA from Aalborg, and a board education from CBS. With him as a sidekick as well as all the other consultants from HowToWin, your business will cross the finish line easily.

WHY JOINING ACF INTERNATIONAL?

We are in many ways game changers in Denmark and would love to share our many ideas with the ACF community. We also have cross boarder candidates which we would like to share with you.

n e w m e m b e r s

We are proud to welcome **Ziehlinger** as member of ACF International.

Ziehlinger is a consulting company with the focus on outplacement and retention management. The company, owned by Sandra Ziehlinger, has proven itself successfully on the market since its founding in early 2018 and is very well networked with employers and companies.

As a human resources expert and systemic consultant, I offer my services to medium-sized companies. In doing so, I support companies in downsizing, reputation-enhancing, cost-saving and fair. Nowadays, separation is part of the value creation process in a company. Therefore: As pleasant as possible for all.

With retention management you strengthen the know-how in the company. Because the right employee with the right competence at the right workplace creates additional productivity.

In the last eight years, Ziehlinger has successfully re-employed more than 5,000 people in the job search process. Ziehlinger consulting is characterized in particular by individuality, heart and mind.



SANDRA ZIEHLINGER
Owner Ziehlinger Outplacement &
Retention Management

Sandra Ziehlinger is a human resources expert, consultant and confidant with more than 20 years of experience.

I work closely with companies that have made dignity, fairness and trust their philosophy. My passion is the behavior of people in professional change processes and their strengths. With my final thesis, I dedicated myself to the topic of why strength-oriented interaction with people is the future.

WHY JOINING ACF INTERNATIONAL?

I would like to be able to exchange ideas with colleagues in the field.

SANDRA  **ZIEHLINGER**
Ihr Erfolg ist mein Ziel

OUTPLACEMENT. RETENTION-MANAGEMENT.

knowledge

04.

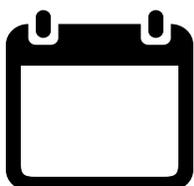
ACF International webinars

Expand your knowledge

In order to inform our members on the latest developments in the career management industry, ACF international organised several webinars in the first quarter of this year, touching the topics technology and diversity/equity/inclusion.

- Not been able to attend a webinar?
- Like to receive the presentation and/or resume?
- Interested in registering for the upcoming webinars?
- Ideas for future webinars?

Send an email to: office@acfinternational.org.



SAVE THE DATE!

Next Webinars:

April 28.

May 26.

June 30.

January 27th 2021
Free live member webinar



Neurolytics
Behavioral scans to inspire and advise people about their next career move

Felix Hermsen
Founder & Managing Director of Neurolytics

Wednesday, 27th January
4.00pm - 4.45pm CET

Neuralytics behavioural scans
Direct contact: [Felix Hermsen](#)

February 24th 2021
Free live member webinar



Jeffrey Doucet
Founder & CEO of CareerJSM

CareerJSM has built the first Job Search Management (JSM) application.

A new category of software, that is revolutionizing the employment finding process.

We help job seekers manage their job applications, track new opportunities, and productively find their next job.

Wednesday, 24th February
4.00pm - 4.45pm CET (UTC+1)

Caer JSM job search management application
Direct contact: [Jeffrey Doucet](#)

UPCOMING FREE LIVE MEMBER WEBINAR

WEDNESDAY, MARCH 24.
4.00 - 4.45 pm CET (UTC+1)

Glass Ceiling for Women's Careers
a perspective of the Swiss Labour Market

Women are more and more educated and occupy more and more qualified positions. Yet, there's no tendency of them occupying more executive positions.

Why is that and what are the main specificities of the Swiss labour market regarding women?

Béatrice Boueri
Senior Consultant & Executive Coach



Glass Ceiling for Women's Careers
a perspective of the Swiss Labour Market
Direct contact: [Béatrice Boueri](#)

network

05.

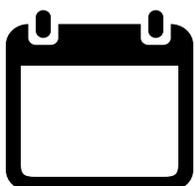
ACF International round table discussions

Expand your network

With the recent developments in the industry, as well as an increasing demand for access to data, services and information, ACF International organized four regional (EMEA, LATAM, APAC and NA) round table discussions with career management specialists all over the world.

- Not been able to attend a round table?
- Like to receive the resume?
- Interested in registering for the upcoming round table events?
- Ideas for future round table discussions?

Send an email to: office@acfinternational.org.



SAVE THE DATE!

Next Round Table Discussions:

April 21. EMEA

May 12. APAC

June 2. NA

June 9. LATAM

Thursday January 21st 2021
1 pm CET

EMEA ROUND TABLE

ON INTERNATIONAL NETWORKING

The Association of Career Firms International (ACF International) exists to promote worldwide best practice among its membership in the areas of outplacement services, coaching, and related activities.

APAC ROUND TABLE

ON INTERNATIONAL NETWORKING

The Association of Career Firms International (ACF International) exists to promote worldwide best practice among its membership in the areas of outplacement services, coaching, and related activities.

Thursday February 18th 2021
8 am CET

NORTH AMERICA ROUND TABLE

ON INTERNATIONAL NETWORKING

Thursday March 4th 2021
10.00 am EST / 16.00 pm CET

The Association of Career Firms International (ACF International) exists to promote worldwide best practice among its membership in the areas of outplacement services, coaching, and related activities.

LATAM ROUND TABLE

ON INTERNATIONAL NETWORKING

The Association of Career Firms International (ACF International) exists to promote worldwide best practice among its membership in the areas of outplacement services, coaching, and related activities.

THURSDAY, MARCH 18, 2021
15.00 hrs CET (UTC+1)



*Happy Easter
wishes from
ACF
International*

ACF International

Voorburgseweg 15

2264 AC Leidschendam

The Netherlands

www.acfinternational.org

office@acfinternational.org

+31 6 83 23 98 23