



Dear Colleagues,

Since our last newsletter of a few weeks ago you will have received the ACF survey. We value your thoughts and would appreciate wholeheartedly your completion of this. If you have not been able to fill in the survey, please, find herewith the link to enter the survey: <https://secure.2ask.net/0001/060977f46d5954c1/survey.html>.

All those completing the survey will receive a summary of the outcomes by mid November and the full report by the end of November. We are currently planning a series of PR activities to promote the survey findings and thus begin raising the profile of our professional body as part of our strategic plan.

We always welcome content from our members so please do send us your articles which you may have published more locally and we will look to profile them in the future newsletters.

In the meantime we hope you enjoy reading about the future focus of the ACF and some interesting content on our markets.

Warm regards

Bev White
President ACF Europe



AUTHOR
Bev White
Chief Executive Officer
GI Group UK

President ACF Europe
President UK Chapter ACF

A new future focus for the ACF

Our industry is rapidly evolving. For the past 18 months the Board of ACF have been working together to redefine the role that ACF should take in representing the rich mix of Career related organisations that make up our industry. Through a series of strategy sessions the board has built a number of potential models and tested these against prevailing market conditions. As a result of this work the board will now be approaching all members to consult on the proposed way forward.

Ahead of those sessions we wanted to set out our strategic position:

- 1 To provide a voice for the Career Industry at Government and key stakeholder level
- 2 To foster and promote the development and delivery of clear delivery standards that maintain the integrity of our industry
- 3 To offer clear points of reference and thought leadership on local and global key areas of interest ranging from Brexit to digitalisation
- 4 To provide research and project capability to ensure innovation of our sector
- 5 To bring together a wide and diverse global delivery footprint
- 6 To provide a clear voice and support structure to businesses of all sizes

In addition to the above we have made the decision to work together with leading career partnerships in our sector. We have held productive discussions with Arbora and BPI and are looking to invite these groups to be part of ACF in a newly reconstituted body.

These really are very exciting times for our industry and we look forward to sharing and developing our strategy with all members in the days and weeks ahead.

As we move forward into an exciting new era the ACF is committed to delivering against the following objectives:

- 1 **To provide a voice for the Career Industry at Government and key stakeholder level.**
Career Transition and wider career management is not a centre stage topic for many political and trade bodies. The ACF is committed to building a voice across political and trade stakeholders to ensure that the essential and life changing services we provide are ever more compelling.
- 2 **To foster and promote the development and delivery of clear delivery standards that maintain the integrity of our industry**
Entry levels into our industry are low particularly at times of economic downturn and with the advent of technology. The ACF is committed to ensuring that the values and standards of the industry are set, challenged and maintained.
- 3 **To offer clear points of reference and thought leadership on local and global key areas of interest ranging from Brexit to digitalisation**
The agenda for change across a number of key topics is vibrant and ever changing. The ACF will be a thought leader in emerging key points of interest.
- 4 **To provide research and project capability to ensure innovation in our sector**
The world of work is changing at an accelerating rate and as such as career professionals we need to ensure the services we provide to our members reflect the changing demands of our corporate clients and the people we serve.
- 5 **To bring together a wide and diverse global delivery footprint**
Globalisation is a key feature of the modern economy and the ACF is committed to embracing and delivering a truly representative global career voice in addition to globally relevant career perspective and voice.
- 6 **To provide a clear voice and support structure to businesses of all sizes**
Simply to make it easy and a clear investment decision to invest in the services we provide as an industry.

This is an exciting agenda but one that reflects the real opportunity our industry has. The ACF is committed to building on the vitality of our industry.

Steve Thompson-Martyn



AUTHOR
Steve Thompson-Martyn
Director Career Directed Solutions

The road to success...

Swiss HR consulting group with a team of over 80 dedicated professionals. 20 years of experience in designing and implementing change and talent management solutions in local, national and cross-border projects. A national presence of 8 offices (Basel, Berne, Buchs, Geneva, Lucerne, Lugano, Schindellegi and Zurich) for the best support at your doorstep. More than outplacement: a career with a masterplan.

As a certified member of ACF Switzerland (Association of Personal and Organizational Change Firms), quality is our priority. The certification by rigorous quality standards. Our business languages are English, German, French and Italian.

BUSINESS SERVICES

- Outplacement and career management
- Talent management and development
- Change management

CLIENTS

Our clients are market-listed companies as well as small and mid caps from the finance, service and industrial sectors and public institutions.

DELIVERY METHODS

Our experienced consultants, collaborators of OTP, ensure a consistent high level of quality and success in our consulting practice. We attach great importance to the fact that they have a business and management background combined with a sound psychological methodology and broad coaching experience. This combination of expertise and social competence is the basis for our successful consulting.

“The road to success leads through change. We take this road together with our clients.”

Mark Richter



AUTHOR
Mark Richter
CEO at OTP, Switzerland

Board Member of ACF Europe,
Member Swiss ACF Chapter

A new item in our newsletter is the ACF AGENDA. A selection of HR events, meetings or milestones which you as a HR professional shouldn't miss. Please feel free to send us your news or items to place on the agenda for our next newsletters.

ACF Agenda: HR events not to be missed.



Conferences and Seminars in Europe offered by Euro Guidance

10-11 NOV 2017

Career Guidance in a Changing World
Venue: Prague

04-07 DEC 2017

XIV International Organizations Career Development Roundtable and Careers Fair
Authoring Change: Careers, Culture, Building Trust
Venue: Dublin, Ireland

