



ISSUE
04 THE NEWSLETTER FROM THE CAREER STAR GROUP - 4TH QUARTER 2014



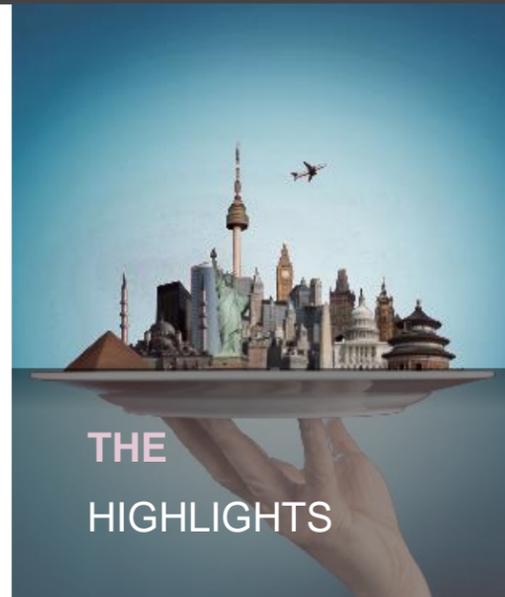
Bev White, Chair of the Career Star Group.

Welcome to the latest edition of the Career Star Group's Newsletter.

In recent months, we have been reflecting on the changing and diverse needs of our customers and clients as well as how our services are adapting to meet these needs. Geographic diversity guidance and support is an important feature of what we are increasingly being asked to provide for international businesses. Where we come in to our own is our deep expertise in localism - knowing the cultural and employment best practices in local markets and advising on how to navigate and succeed in them is what customers and clients truly value from us. Bringing that together with supporting international career moves through expert advice and guidance layered on excellent networks that genuinely open doors for people moving across the globe gives us that important and differentiating edge. Offering in-person and virtual services brings flexibility and agility, providing our clients with the choice of how, when and where they access support. In this newsletter, we bring to life some of how we do this.

We value the relationships we build with customers and clients alike, many of which have been built over decades.

We hope you enjoy our newsletter and we would value feedback on topics you would appreciate in future editions.



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THE ARTICLES



Career Star Group Happenings

Annual Conference

Career Star Group members met for our 3rd annual conference in Berlin at the beginning of October this year. We welcomed 3 new member countries (making our total global presence 73 countries). A representative from LinkedIn delivered a best practices presentation so we can ensure we're on the leading edge in using LinkedIn for job search. Additionally, we celebrated this year's top-3 global sales. For those three customers, we are servicing clients in over 70 countries, providing the best local expertise plus global reporting and management. We also shared best practices and thought leadership around the use of technology for effective job search. Coming together at our annual conference of members is like bringing the expertise of 73 countries into a global think tank brainstorming on how to provide the best outplacement services available, anywhere in the world.

Thought Leadership



We have just released our Global Guide to Career Transition Management.

Effective outplacement requires extensive understanding of, and sensitivity to, local cultures (everything from how employees are motivated, to what constitutes proper office etiquette, to how terminations are handled); comprehensive knowledge of labour laws; and in-depth insights into local markets and opportunities.

With the aim of clarifying the challenges corporations and outplacement professionals face when operating on the international stage, this guide provides an overview of the key outplacement issues—legal requirements, length of programs, time required to find a new job—found in a range of countries and international jurisdictions.

[Click here for our Global Guide to Career Transition Management.](#)



ABOUT CSG

Outplacement Support, Anywhere

A partner of choice
We have worked with 7000 organizations worldwide

Experience in delivering outplacement services
46 years and more

Global presence
800 offices in 73 countries

Scalability-
Last year we helped over 100,000 individuals



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Charel Jelles, Career Star Group Member
Managing Director at Talent4Success

Outplacement in Belgium, Netherlands and Luxembourg

Talent4Success represents the Benelux countries (Belgium, Netherlands and Luxembourg) within Career Star Group. However, these three countries together are very small compared to countries like the United Kingdom, Germany, France, etc. There is a significant difference in law and regulation regarding the provision of outplacement. In this short article, we will inform you more in depth about the Dutch labor market.

Dutch labor market indicators

The total population in Netherlands was last recorded at 16.8 million people in 2013 from 11.5 million in 1960, changing 46 percent during the last 50 years. The unemployment rate in Netherlands remained unchanged at 8 percent in September of 2014. The unemployment rate in the Netherlands averaged 5.85 percent from 2003 until 2014, reaching an all-time high of 8.80 percent in February of 2014 and a record low of 3.40 percent in August of 2008. 75% of the working age population in Netherlands has a job.

Outplacement

Since the late 70's, outplacement has been included in the Dutch labor market. Employers and their employees have become very familiar with outplacement and there are several outplacement providers. We can call outplacement in Netherlands a mature market.

New law implementation

As of January 2015, 1st a new labor law "Wet Werk en Zekerheid" will be effective. The goal of this new law is to make dismissals fairer, faster and cheaper. It will also strengthen the position of flex workers and get more people from unemployment (WW) to work. The section about dismissals in particular will be effective as of July 2015, 1st.

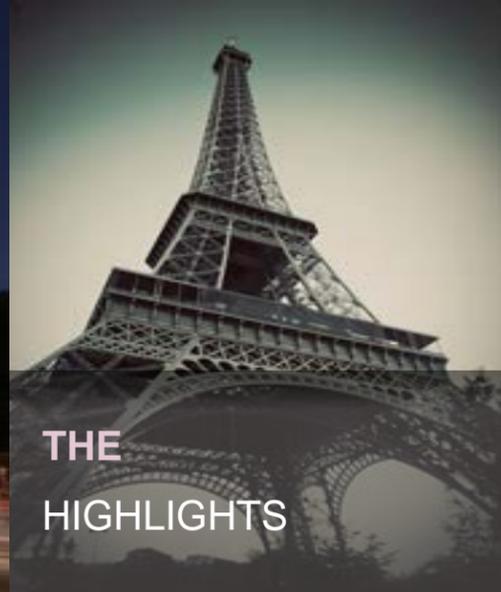


HR MOVES

Who has a new role?

•Norwegian Cruise Line appointed John McGill to SVP and Chief Human Resources Officer. McGill has responsibility for the shipboard and shoreside global human resources of Norwegian Cruise Line.

•Datawatch Corporation has announced the appointment of Brigid MacDonald as the Global Vice President, Human Resources. MacDonald succeeds Mary Murphy, who chose to retire at the end of Datawatch's fiscal year.



THE HIGHLIGHTS

Who has a new role?

•MEC has appointed Marie-Claire Barker Global Chief Talent Officer, a new position at the advertising agency. Based in New York, she joins from the Ogilvy Group, where for the past six years she has been Chief Talent Officer, responsible for talent strategy for their 22,000 staff, globally.

•Alnylam Pharmaceuticals, Inc. announced the appointment of Karen Anderson as Senior Vice President, Chief Human Resources Officer. Karen Anderson comes to Alnylam from Biogen Idec, where she served as Vice President, Human Resources for R&D and Corporate Development.

•Jan Brecke is the new Global Head of HR Development at Beiersdorf AG. The 43-year-old reports to the Chief Human Resources Officer Zhengrong Liu. Brecke comes from General Electric, where he worked since 2011, most recently as Head of European Learning and Development. The consumer goods group Beiersdorf employs approximately 16,700 people.

•Tordis Eulenberg assumes the leadership of Human Resources, Organizational Development and Project Management at the WAGO Group. The computer scientist Eulenberg has worked at WAGO since 1996 and was responsible for the HR area as HR Manager. Headquartered in Minden, the high-tech company WAGO employs 6,000 people.

•Marco Esser, Division Manager HR Business Management in Group Human Resources of the Commerzbank, changes within the company from Frankfurt to Singapore. From January 1, he will take on the position as Regional Head HR Asia.

•Alexandra Kuebler is HR Director EMEAR (Europe, Middle East, Africa & Russia) at the technology enterprise Cisco. From Germany, she will be responsible for all HR activities in 17 markets. Cisco has 74,000 employees worldwide.

•Enrico Gambardella is the new HR Director for Aviva. With a master degree in Business & Administration, Gambardella has strong experience in the Italian market and abroad, with significant roles at Mars, Toyota, Amplifon and Dompè.

•GSK (GlaxoSmithKline) Italia has a new Vice President Human Resources. Silvia Beraldo has left Parmalat and become VP Human Resources of GSK Italia.

•ENI has a new HR Director. Grazia Fimiani is the new Organization and HR Director at ENI.

•Milagro Zegarra is now Human Capital Director for PricewaterhouseCoopers Peru.

•Sharron Pamplin is now the HR Director for UK & Europe for Atkins Plc.

•Robert Biggs is now the HR Director for Europe & India for Aviva.

•Ruth Glasson is now the Head of Reward and HR Operations, EMEA at DTZ.

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