Draft Minutes of the 57th CEPIS Council

Friday, November 25th 2016, 08:00 - 16:30
Hotel Okura, Amsterdam, The Netherlands

Chair: Byron Nicolaides, President

Attendees: There were 42 attendees from 22 countries representing 30 Member Societies, including 7 represented by proxy.

Byron Nicolaides President (HEPIS, Greece)
Jorg Ruegg Past President (SI, Switzerland)
Declan Brady Honorary Secretary (ICS, Ireland)
Robert McLaughlin Honorary Treasurer (BCS, United Kingdom)
Djordje Dukic Vice President (JISA, Serbia)
Erdem Erkul Vice President (IAT, Turkey)
Paolo Schögör Vice President (AICA, Italy)

Ronald Bieber OCG, Austria
Gerald Futschek OCG, Austria
Mensura Beganovic Association of Informatics in Bosnia and Herzegovina
Philip Heller-Christensen Dansk IT, Denmark
Rikke Hvilshøj Dansk IT, Denmark
Kai Rannenberg CEPIS LSI SIN, Germany
Volker Schanz VDE, Germany
Cornelia Winter GI, Germany
István Alföldi NJSzT, Hungary
Arnhildur Gudmundsdottir ISIP, Iceland
Mary Cleary ICS, Ireland
Claude Cardoso ADV, Luxembourg
Albert Vella CSM, Malta
Harry De Breet Vrl, Netherlands
Jos Timmermans NGI, Netherlands
Arjan Van Dijk NGI, Netherlands
Joop Verbeek CEPIS LSI SIN, Netherlands
Renny Bakke Amundsen DND, Norway
Ragnvald Sannes DND, Norway
Marek Holynski PTI-PIPS, Poland
Vasile Baltac ATIC, Romania
Milan Ftáčník SSCS, Slovakia
Niko Schlamberger SSI, Slovenia
Luis Fernandez-Sanz ATIC, Spain
Daniel Raya ATIC, Spain
Beat Koch CEPIS Green ICT Task Force, Switzerland
Ilker Tabak IAT, Turkey
Gillian Arnold CEPIS Women in ICT Task Force, UK
Jeremy Barlow BCS, UK

Damien O’Sullivan ECDL Foundation
Fiona Fanning CEPIS Secretariat
Frederic Aerden CEPIS Secretariat
Erika Gutmane CEPIS Secretariat
External Attendees & Speakers
Simonetta Marangoni  Poste Italiane
Chris Barrett  AXELOS
Osamu Endou  Information Technology Promotion Agency
Eiji Hayashiguchi  Information Technology Promotion Agency
Will Whitehorn  Virgin Galactic
Peter Fisk  GeniusWorks

Apologies
Stevan Ljumovic  DICG, Montenegro
Mara Jakobsone  LIKTA, Latvia
Mika Helenius  TIVIA, Finland
Panicos Masouras  CTS, Cyprus
Saulius Maskeliusas  LIKS, Lithuania
Radoslav Yoshinov  UAI, Bulgaria
Marijan Frkovic  CITA, Croatia
Erik Hult  DFS, Sweden
Julius Stuller  CSKI, Czech Republic

Opening Address and Welcome
The President, Byron Nicolaides, opened the meeting and welcomed delegates to the 57th Council Meeting. He extended a particular welcome to new attendees, Rikke Hvilshøj and Philip Heller-Christensen from Dansk IT, Claude Cardoso from Luxembourg, Ragnvald Sannes from DND Norway, Cornelia Winter from GI, Daniel Raya, President of ATI, Gillian Arnold from BCS in her capacity as the new Chair of CEPIS Women in ICT Task Force, and Beat Koch from Switzerland in his capacity as the new Chair of CEPIS Green ICT Task Force.

Proxies were appointed as follows:
- DICG (Montenegro) - appointed to Djordje Dukic - Serbia
- UAI (Bulgaria) - appointed to Djordje Dukic - Serbia
- DFS (Sweden) - appointed to Jeremy Barlow - UK
- CITA (Croatia) - appointed to Niko Schlamberger - Slovenia
- CSKI (Czech Republic) - appointed to Milan Fťáčník - Slovakia
- LIKTA (Latvia) - appointed to Paolo Schgor - Italy
- CCS (Cyprus) - appointed to Byron Nicolaides - Greece

Meeting Agenda
The meeting agenda was approved.

Minutes from the 56th Council Meeting
The minutes of the 56th Council Meeting were approved.

Secretary General Report
CEPIS Secretary General, Fiona Fanning, reported on CEPIS’ activities since the last Council. She presented IT Professionalism Europe (ITPE), an initiative CEPIS has launched to further foster IT professionalism in Europe, which gathers employers of IT staff, service providers and stakeholder organisations with an interest in managing IT staff. 41 organisations have already joined ITPE. The launch event of ITPE took place in Amsterdam on 24 November. Fiona Fanning explained that CEPIS had also assumed ownership of the ecompetences.eu website and was a steering committee member of the European Commission’s initiative to develop a European Framework for the ICT Profession. Fiona also highlighted the European Commission
New Skills Agenda and the opportunities that could arise for members. In addition, since the last Council meeting, CEPIS representatives spoke at various high-level events.

**CEPIS Mission and Discussion**

CEPIS President, Byron Nicolaides presented the revised version of the CEPIS mission. It aims to articulate what CEPIS aspires to do in a manner both clear and concise. The Board proposes to use the phrase “Promote Best Practice for IT Professionals and Users throughout Europe” as its new tagline. According to this new mission, CEPIS’ activities would be structured according to four pillars:

1. Promoting high standards for ICT workers in Europe
2. Growing the pool of future ICT workers
3. Promoting digital competence for the workplace
4. Making IT good for Europe

Attendees discussed the new proposal and expressed agreement with the direction of the mission. A need to include more emphasis on society was acknowledged as the impact of CEPIS’s work extends to more than IT Professionals. The Board will take into account the discussion, along with the Slovak Society’s document and propose a further revised version. CEPIS members will be requested to debate and react to the new version prior to the next Council. It was agreed that the new mission could then be adopted at the next Council.

**Financial Matters**

Robert McLaughlin, Board Member, presented the year to date accounts for 2016.

Robert McLaughlin presented the proposed budget for 2017. It was agreed that Council vote separately on different aspects of the proposed budget. The proposed operational budget was unanimously approved. Regarding exceptional spending for 2017, the proposed budget to support ITPE was approved and the proposed budget for external speakers for future Council meetings was not approved. After discussion, a budget of €12,000 per year for PR support was also approved. In future, the Council would like to see more detail on each budget line.

**Board of Directors Elections and Vote**

CEPIS Board Member Declan Brady, notified attendees that the CEPIS presidential election would take place at the spring 2017 Council Meeting. Each voting member of Council may put forward one or more candidates. Candidates must be supported by four full members, including their own society. The Board of Directors will invite Members to propose candidates for election three months prior to the 58th Council. Candidates must be proposed two months’ prior (February 28th, 2017).

Declan Brady then presented the election process for electing candidates to the Board of Directors and the candidates. Special measures for this election process were agreed at the last Council meeting. To facilitate an efficient voting process, numerical voting will be used.

Each candidate had one minute to address Council. The votes were tallied by the Secretary General and two impartial volunteers.

The results of the vote were as follows:

- 3-year term: Declan Brady
- 3-year term: Milan Ftacnik
- 2-year term: Bob McLaughlin
- 2-year term: Paolo Schgor
- 1-year term: Jos Timmermans
- 1-year term: Luis Fernandez

**Reports from Task Forces and SINs**
The chairs of the CEPIS task forces and special interest networks were invited to present the new terms of reference for each group.

**CEPIS Women in ICT Task Force**
Gillian Arnold presented the proposed new terms of reference for the CEPIS Women in ICT Task Force. They were approved by Council. Gillian Arnold invited CEPIS members not yet represented within the task force to designate a delegate.

**CEPIS Green ICT Task Force**
Beat Koch presented the proposed new terms of reference for the CEPIS Green ICT Task Force. They were approved by Council.

**CEPIS Ethics Special Interest Network**
Declan Brady presented the proposed new terms of reference for the CEPIS Ethics Special Interest Network. They were approved by Council in principal, the written Terms of Reference will be circulated in writing.

**CEPIS Computing in Schools Task Force**
Robert McLaughlin presented the proposed new terms of reference for the CEPIS Computing in Schools Task Force. They were approved by Council.

**CEPIS Legal and Security Issues Special Interest Network**
Kai Rannenberg presented the proposed new terms of reference for the CEPIS Legal and Security Issues (LSI) Special Interest Network. They were approved by Council.

**New Legal and Security Issues (LSI) Statement**
Joop Verbeek presented the proposed new LSI statement on “Critical technological dependency requires a revised privacy policy of major service providers”. The proposed statement was approved. It was agreed that a one-page summary would be drafted to target non-specialist audiences.

**Poste Italiane - Competence Management in Companies**
Simonetta Marangoni presented the competence management system based on the European e-Competence Framework (e-CF) that was successfully implemented in Poste Italiane using AICA’s e-CF Plus tool. She explained that their existing ICT professional system was obsolete and no longer in line with their business objectives. It was therefore deemed necessary to implement change management initiatives and upgrade their system to meet market standards. Using the e-CF, they developed a new ICT job role system. Simonetta Marangoni detailed how this was done.

**Tech Week Ireland**
Mary Cleary presented Tech Week Ireland, a week-long festival of technology that gives students, parents and the public opportunities to learn about third-level and career options in computing, and the importance of technology in everyday life. Mary Cleary explained that the number of participants had increased from 40,000 in year 1 to over 120,000 in 2016. She also presented IT Professionals Day, launched this year as part of Tech Week. IT Professionals Day is a dedicated day to celebrate the role and contribution that IT professionals make in advancing business and society. It gives professionals the opportunity to recognise their value and to support their own professional development by using their talents and innovation to improve society for everyone’s benefit.
Alliance for Digital Employability - Update
Byron Nicolaides gave an update on the Alliance for Digital Employability (AFDEmp). AFDEmp aims to reduce unemployment through ICT reskilling. In October 2016, AFDEmp organised its first Coding Bootcamp in Greece. From 1,000 applications, 30 candidates were selected to participate in a 14-week course to reskill them as full-stack developers. HePIS is offering any interested society the tools to replicate this model in their respective countries.

AXELOS Global Best Practice
Chris Barrett presented AXELOS. AXELOS is an independent organisation striving to be the most respected provider of global best practice solutions. He thought that CEPIS and AXELOS could work together as he believed they share similar mission statements and a common goal.

Entrepreneurial Culture, Innovation and Disruption. The Virgin and other stories, Former President of Virgin Galactic
Will Whitehorn presented the work he undertook as President of Virgin Galactic and thereafter. He explained that it was vital for an organisation to take risks and not fear failure. He believed that space travel, which had been till now a state monopoly, was now ripe for disruption. He cited Kelly Johnson's 14 Rules of Management as a valuable source of inspiration, namely for its insistence on only involving a limited number of people on any given project. He concluded that in many cases technology was not the main driving force behind disruption and innovation. Rather, the driving force is innovation of companies’ and organisations’ business model and entrepreneurial culture.

Gamechangers: The Future of Technology Professionals
Peter Fisk discussed the changing role of technology in business. He stressed that the question of how technology can be harnessed in organisations to guide new possibilities is essential. He believes that technology can be a driver of strategy and a catalyst for innovation, rather than embracing a mere support function. The role of technology professionals in organisations was also changing, enabling leaders and managers and allowing them to nurture their organisation’s potential. Peter Fisk explained that this provided technology professional networks and associations with the opportunity to evolve from passive membership to an active movement.

Closing Statements
Byron Nicolaides announced that the meeting was finished and thanked everyone for their participation. He announced that the 58th Council would take place on 29 April, in Dublin, Ireland.

AOB
Jorg Ruegg officially retired from the Board of Directors of CEPIS. Byron Nicolaides presented him with a plaque and thanked him for his years of service.