

# I INTERNATIONAL STRATEGY MEETING MINUTES

10<sup>TH</sup> - 14<sup>TH</sup> FEBRUARY 2021



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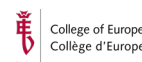
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# INTERNATIONAL STRATEGY MEETING MINUTES

Wednesday, 10<sup>th</sup> February 2021

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14:00 – 15:00

## Opening workshop

Participants' list:

|                               |                             |
|-------------------------------|-----------------------------|
| Weronika Banska (WB)          | International Board of ELSA |
| Jakub Bogucki (Chair)         | ELSA Poland                 |
| Francisco Arga e Lima (Chair) | ELSA Portugal               |
| Kateřina Nováková (Secretary) | ELSA Czech Republic         |
| Adéla Chloupková (Secretary)  | ELSA Czech Republic         |
| Valentin Badert               | ELSA Belgium                |
| Jakub Sýkora                  | ELSA Czech Republic         |
| Nea Nurmela                   | ELSA Finland                |
| Mikko Laitinen                | ELSA Finland                |
| Emma Kuusela-Opas             | ELSA Finland                |
| Ana Koiava                    | ELSA Georgia                |
| Elene Ghudushauri             | ELSA Georgia                |
| Lenard Moller                 | ELSA Germany                |
| Sophie Wilson                 | ELSA Germany                |
| Jonah Blumenberg              | ELSA Germany                |
| Georgios Palamidas            | ELSA Greece                 |
| Pavlos Klagkos                | ELSA Greece                 |
| Maria Angelopoulou            | ELSA Greece                 |
| Vincenzo Lo Bue               | ELSA Italy                  |
| Giulia Montanino              | ELSA Italy                  |
| Alexander van Thiel           | ELSA the Netherlands        |
| Lena Anna Kuklińska           | ELSA the Netherlands        |
| Andrei Chibelean              | ELSA the Netherlands        |
| Dominika Wojarska             | ELSA Poland                 |
| Mikolaj Karniszewski          | ELSA Poland                 |
| Tony Marinescu                | ELSA Romania                |
| Bianca Tanasa                 | ELSA Romania                |
| Alexandra Stoica              | ELSA Romania                |
| Ainoa Ordóñez                 | ELSA Spain                  |
| Sofiya Kalyandruk             | ELSA Ukraine                |
| Kristina Petroniuk            | ELSA Ukraine                |
| Julian Kessler                | ELSA Austria                |
| Samira Safarova               | ELSA Azerbaijan             |
| Sabina Cahangirli             | ELSA Azerbaijan             |
| Ivana Dankova                 | ELSA Bulgaria               |
| Canelle Roseau                | ELSA France                 |
| Aušra Abraityté               | ELSA Lithuania              |
| Dagné Kemežytė                | ELSA Lithuania              |
| Julia Bones                   | ELSA Norway                 |
| Andrine Holte                 | ELSA Norway                 |

|                    |                     |
|--------------------|---------------------|
| Luija Tacer        | ELSA Slovenia       |
| Tova Lindqvist     | ELSA Sweden         |
| Emelie Djerf       | ELSA Sweden         |
| Basil Schaller     | ELSA Switzerland    |
| Suzan Candan       | ELSA Switzerland    |
| Yuri van Steenwijk | ELSA Switzerland    |
| Cemre Ecem Eren    | ELSA Turkey         |
| Arsal Rehber       | ELSA Turkey         |
| Defne Polat        | ELSA Turkey         |
| Daniel Parkin      | ELSA United Kingdom |
| Amanda Muntz       | ELSA United Kingdom |
| Freya Hawken       | ELSA United Kingdom |

*International Board of ELSA opens the workshop at 14:02*

*WB welcomes participants and officially opens the meeting.*

**WB:** We start our meeting with the elections of Workshop Officers.

### **Revision of the list of votes**

|                      |                    |
|----------------------|--------------------|
| ELSA Azerbaijan      | Present and voting |
| ELSA Belgium         | Present and voting |
| ELSA Bulgaria        | Present and voting |
| ELSA Czech Republic  | Present and voting |
| ELSA Finland         | Present and voting |
| ELSA France          | Present and voting |
| ELSA Georgia         | Present and voting |
| ELSA Germany         | Present and voting |
| ELSA Greece          | Present and voting |
| ELSA Italy           | Present and voting |
| ELSA Lithuania       | Present and voting |
| ELSA the Netherlands | Present and voting |
| ELSA Norway          | Present and voting |
| ELSA Poland          | Present and voting |
| ELSA Portugal        | Present and voting |
| ELSA Romania         | Present and voting |
| ELSA Slovenia        | Present and voting |
| ELSA Spain           | Present and voting |
| ELSA Sweden          | Present and voting |
| ELSA Switzerland     | Present and voting |
| ELSA Turkey          | Present and voting |
| ELSA Ukraine         | Present and voting |
| ELSA United Kingdom  | Present and Voting |
| ELSA Austria         | Present and voting |

*24 votes in total*

**WB:** We will now elect the Chair of the Workshop. Are there any nominations?

**WB:** ELSA International would like to nominate Jakub Bogucki from ELSA Poland as Chair of Group 1 and Francisco Arga E Lima from ELSA Portugal as Chair of Group 2. Jakub, Arga, do you accept the nomination?

*Jakub accepts the nomination. Francisco accepts the nomination.*

**WB:** Would you like to present yourselves?

*Jakub presents himself. Francisco presents himself.*

**WB:** Anyone seconding?

*ELSA Turkey seconds Jakub Bogucki.*

*ELSA Lithuania seconds Francisco Arga E Lima.*

**WB:** Thank you, we will now proceed with the voting on Jakub Bogucki and Francisco Arga E Lima as Workshop Chairs.

*Voting results on Jakub Bogucki and Francisco Arga e Lima as Workshop Chairs:*

*In favour: 24*

*Against: 0*

*Abstentions: 0*

*Total number of votes: 24*

*Jakub and Francisco are elected as the Chairs of the Workshop.*

**WB:** Thank you! Jakub, please take the floor.

**Chair:** We will now move on to the election of Secretaries. Are there any nominations?

**WB:** ELSA International would like to nominate Yordan Kyurkchiyski from ELSA Belgium, Kateřina Nováková from ELSA Czech Republic, Adéla Chloupková from ELSA Czech Republic, Lucija Tacer, from ELSA Slovenia and Tova Lindqvist from ELSA Sweden.

**Chair:** Do you accept the nominations?

*Everyone accepts.*

**Chair:** Anyone seconding?

*ELSA Belgium seconds Yordan Kyurkchiyski.*

*ELSA UK seconds Katerina Novakova.*

*ELSA the Netherlands seconds Adéla Chloupková*

*ELSA Turkey seconds Lucija Tacer.*

*ELSA Portugal seconds Tova Lindqvist.*

**Chair:** Thank you, we will now proceed with the voting on Workshop Secretaries.

*Voting results on Yordan Kyurkchiyski, Kateřina Nováková, Adéla Chloupková, Lucija Tacer and Tova Lindqvist for ISM Workshop Secretaries:*

*In favour: 24*  
*Against: 0*  
*Abstentions: 0*

*Total number of votes: 24*

*Yordan Kyurkchiyski, Kateřina Nováková, Adéla Chloupková, Lucija Tacer and Tova Lindqvist are elected as Secretaries of the Workshop.*

**Chair:** Now let's move to the approval of the agenda.

*WB presents the agenda.*

**Chair:** Are there any questions? Are there any amendments? I see none, so now we can vote.

*Voting results on approval of agenda.*

*In favour: 24*  
*Against: 0*  
*Abstentions: 0*

*Total number of votes: 24*

**Chair:** Let's talk about the Workshop rules. Does anybody have any proposals or ideas?

**WB:** We have to use the finger rules, it's extremely important. Let's keep it short and simple. Please, don't be late. Don't be afraid to ask questions, please be honest, it's a place for these kinds of things. Please listen to the chair, be open minded. If you have anything, don't be afraid to say it.

**Chair:** Are there any questions or proposals about the rules?

*No suggestions.*

*Chair closes the Workshop at 14:39.*

15:00 – 16:00

## **Diversity & Inclusion developments**

Participants' list:

|                               |                             |
|-------------------------------|-----------------------------|
| Weronika Banska (WB)          | International Board of ELSA |
| Jakub Bogucki (Chair)         | ELSA Poland                 |
| Kateřina Nováková (Secretary) | ELSA Czech Republic         |
| Adéla Chloupková (Secretary)  | ELSA Czech Republic         |
| Sabina Cahangirli             | ELSA Azerbaijan             |
| Ivana Dankova                 | ELSA Bulgaria               |
| Jakub Sýkora                  | ELSA Czech Republic         |

|                       |                      |
|-----------------------|----------------------|
| Nea Nurmela           | ELSA Finland         |
| Mikko Laitinen        | ELSA Finland         |
| Emma Kuusela-Opas     | ELSA Finland         |
| Canelle Roseau        | ELSA France          |
| Ana Koiava            | ELSA Georgia         |
| Elene Ghudushauri     | ELSA Georgia         |
| Lenard Moller         | ELSA Germany         |
| Sophie Wilson         | ELSA Germany         |
| Jonah Blumenberg      | ELSA Germany         |
| Georgios Palamidas    | ELSA Greece          |
| Pavlos Klagkos        | ELSA Greece          |
| Maria Angelopoulou    | ELSA Greece          |
| Vincenzo Lo Bue       | ELSA Italy           |
| Giulia Montanino      | ELSA Italy           |
| Aušra Abraityté       | ELSA Lithuania       |
| Dagnė Kemežytė        | ELSA Lithuania       |
| Lena Anna Kuklińska   | ELSA the Netherlands |
| Julia Bones           | ELSA Norway          |
| Andrine Holte         | ELSA Norway          |
| Mikolaj Karniszewski  | ELSA Poland          |
| Francisco Arga e Lima | ELSA Portugal        |
| Bruno Cruz            | ELSA Portugal        |
| Tony Marinescu        | ELSA Romania         |
| Bianca Tanasa         | ELSA Romania         |
| Alexandra Stoica      | ELSA Romania         |
| Lucija Tacer          | ELSA Slovenia        |
| Ainoa Ordóñez         | ELSA Spain           |
| Tova Lindqvist        | ELSA Sweden          |
| Emelie Djerf          | ELSA Sweden          |
| Basil Schaller        | ELSA Switzerland     |
| Suzan Candan          | ELSA Switzerland     |
| Cemre Ecem Eren       | ELSA Turkey          |
| Arsal Rehber          | ELSA Turkey          |
| Defne Polat           | ELSA Turkey          |
| Sofiya Kalyandruk     | ELSA Ukraine         |
| Kristina Petroniuk    | ELSA Ukraine         |
| Daniel Parkin         | ELSA United Kingdom  |
| Amanda Muntz          | ELSA United Kingdom  |
| Freya Hawken          | ELSA United Kingdom  |

*Chair opens the workshop at 14:41*

**Chair:** I am opening the workshop at 14:41 and I pass the floor to ELSA International.

*WB presents the topic of the workshop.*

**Chair:** I open the speakers list. Remember that you have to say your name and National Group. Who would like to say something?

**ELSA the Netherlands:** I am thinking about marketing promotion. If we could do some videos about that. Like we can show people what we are doing. I think it could be helpful if we do some videos about what we do and what ELSA means.

**ELSA Turkey:** I think it is a really good idea and maybe we can create a communication channel for example email and deal with that.

**WB:** Yes definitely, we already talked about this so it is going to be part of the process and everyone should be aware of that.

**ELSA Turkey:** We are talking about things like diversity and inclusion, market research, they are all linked with corporate behaviour. Corporate Behaviour is stated in the handbooks, but maybe it would be a good idea to give more details in the handbooks on what it entails. It would be really beneficial.

**WB:** Just to clarify, you want more materials, more information about the content of the usage, terms and definition, so people can be fully informed about what we are talking about?

**ELSA Austria:** I think it's useful to also have emails where you can talk about the problems. And maybe it can make sense to have a person from every national group, so you can also be closer to the network, not necessarily presidents, every national group could have one person, which will contact Local Groups with the surveys.

**ELSA the Netherlands** - We have a channel with local marketeers to inform them about the international level, and it's a really good thing. It can be a good opportunity if you know that there is a channel that will help you. It could be very good for people who are really struggling and also it will show that we are a network and we care about every single person.

**ELSA Finland** - Agree with all previous statements. It is necessary that we somehow make diversity and inclusion a job for a National Groups as well. If we create an international survey, we can set up an email, where you can send your issues, then we can do something as a National Group or as ELSA International. It is an effort, a solution. It is the first step.

**WB:** I fully agree with that. After this discussion we will talk about ELSA International's Code of Conduct, but also national CoCs. Of course, in the end, we can't force you to do anything - we can encourage you, we can help you, we can recommend. Based on these surveys we can then create a Code of Conduct.

**ELSA Turkey:** First of all I would like to thank you Mikko for the wonderful point. There are so many members in the network and we need a national approach for every problem. Problems in ELSA Turkey are different than in other countries, so the approach should be different. Code of Conduct should also be national. If we have that email, there could be a problem so the reporting should be definitely anonymous, because we have to protect people.

**ELSA Spain:** I agree with Aarsal. In Spain we do the random selection, we just pick a paper with the name of the person responsible for dealing with complaints.

**ELSA UK:** I agree with Aarsal's point about the national Code of Conduct potentially working with the international Code of Conduct. It would need to be a stop gap that would just cover a minimum that should be accepted by an organisation and encouraged to go further depending on the countries in the national one.



**ELSA Finland:** About the idea of an independent body from ELSA, I agree that situations in different countries are different. I don't think the independent body could work.

**ELSA Poland:** The Code of Conduct is part of the compliance system. The idea of a compliance system is that the compliance officer is the body, which is not connected to the government. It's fully independent from the government. This is the idea of the compliance officer and I think we are talking about it.

**ELSA United Kingdom:** Just a clarification, when I say a separate body I mean they should not be active in ELSA right now but could be other bodies within the wider ELSA community. We could approach Alumni, people who left ELSA.

**ELSA Switzerland:** The issue of having problems with national officers is not a doubt, but we have to keep in mind the structure of our association. If you have a national problem you have to deal with it nationally, especially if you have a problem with a Local Group, IB cannot do this just because of the association structure and also in the end it depends on the organisation.

**ELSA Italy:** I just want to give a suggestion about the future use of tools such as surveys. I think one mistake that we in general do is that the tool is comprehensible only for ELSA officers. If the target is to create potential officers, who feel accepted and included, I think we need to refocus how we create and use tools. We need to make them easily understandable for everybody.

**WB:** I totally agree with your point. That's why we are trying to avoid any kind of ELSA slang, any kind of ELSA terms, so the questions are actually not talking about specific structures. We are taking the general approach just to make sure people who have no idea about the association will understand what is going on.

**ELSA the Netherlands:** I just want to say that I'm still thinking about the market research survey and how from my perspective is it going. I'm just thinking that we should keep the survey as potential resource for us. We should promote it. We should have a plan, a bigger strategy.

**Chair:** I'm closing the discussion and passing floor to the International Board.

*WB presents Code of Conduct ideas.*

**Chair:** I'm opening the speakers list, I just want to remind you of the finger rules.

**ELSA Switzerland:** I want to address what you said about it being binding for ELSA members. We are against having it binding especially in relation with sanctions as we don't think that this is really possible without having a lot of trouble with all the different national legislation and someone on this. Personally, if you want to have something binding, it should be like a rule that National Groups need to have a code of conduct but that's basically all. We are really against having rules binding for the whole network. I think the code of conduct in its whole should be on the international level and should be more like a guideline on how the national code of conduct should be or what they should include but I really don't see a fully binding regulation on an international level.

**ELSA the Netherlands:** It might be hard to implement everywhere and I don't think that EI should impose certain fully binding rules but I think it should set some standards to sort of guide National Groups. We are one association and of course we are also similar in a sense but we come

from different cultures and different countries. We need to make sure that actually members don't come across behaviours that are in contrast with ELSA. It is National Groups' and Local Groups' task to prevent behaviours and I think certain rules may be set on the national level but with instruction of EL.

**ELSA Finland:** I wanted to add that I fully agree with the point of us having different cultures and different people. I just wanted to point out that as commendable as the conversation is, we have to be mindful that we are a non-political organisation and sadly, I hate to admit, this topic will come very close to national politics. We are on the edge of personal political opinion when it comes to diversity and inclusion so we should not try to impose anything too hard or punitive. We should try to stay on the softer side because we don't want to risk having any reputation of getting more political than we actually want to. We are doing human rights and should not try to get involved with national political.

**ELSA Romania:** About soft law and fully binding rules, it really depends on our objective and how we start, so it is necessary to have this document firstly, and after that we can discuss about soft law and it being fully binding

**ELSA Italy:** I think we shouldn't use words like imposing and we should find solutions between groups to make it real.

**ELSA Turkey:** Firstly, I actually agree with what has been said so far about making it binding or keeping it as soft law. What I really wanted to say is that, as an association, we stand against racism, sexism or the other. What I'm trying to say is that I think EI is leaving an open space to interpret the values that are definitive for all of us in this association e.g. that we are against racism and everyone understands that. Some parties and groups use a definition of racism in their speech which might be political and can be right in that instance. At the same time, we can disagree with those people and try to prevent a similar approach as much as we can to not be political so we explain ourselves if any problem happens in the National Group and then it will not be held against us if a similar incident happened.

**ELSA Ukraine:** We had a discussion about that with our board. It is really good to have something like a code but we think it should be just for officers and directors and not for members, because it would be hard to make members just follow the rules. I was also wondering what we should put in, because in ELSA Ukraine we had some problems with reputation. So it should be good to have there also rules about reputation and not just diversity.

**ELSA Turkey:** I think having something like this in the Decision Book and having a couple of contracts or documents next to this might work. Having something general would be more beneficial and would work.

**ELSA Switzerland:** It's just not possible to regulate behaviour of a single person. We can only regulate the behaviour of the ELSA Groups as an association.

**ELSA Italy:** I totally agree with having a code of conduct but personally I believe that a code like this can only be used as a tool inside of the bigger strategy. Like the code can't be the strategy but it can be a piece of the strategy. We can put there values and more. But I think that the hardest thing will be how to teach these values. The idea of how we can do that is to have some international event especially for this topic. I think we should have a bigger perspective and start with teaching these values.

**WB:** I totally agree with Vincenzo. That is going to be part of the discussion later.

*Chair closes the Workshop at 15:59*

16:30 – 18:30

## **Human resources of the future**

Participants' list:

|                                 |                             |
|---------------------------------|-----------------------------|
| Weronika Banska (WB)            | International Board of ELSA |
| Sina Gertsch (SG)               | International Board of ELSA |
| Florent Apelian (FA)            | ELSA International Team     |
| Tom Hartmann (TH)               | ELSA International Team     |
| Jakub Bogucki (Chair)           | ELSA Poland                 |
| Kateřina Nováková (Secretary)   | ELSA Czech Republic         |
| Adéla Chloupková (Secretary)    | ELSA Czech Republic         |
| Yordan Kyurkchiyski (Secretary) | ELSA Belgium                |
| Samira Safarova                 | ELSA Azerbaijan             |
| Azim Azizli                     | ELSA Azerbaijan             |
| Sabina Cahangirli               | ELSA Azerbaijan             |
| Jakub Sýkora                    | ELSA Czech Republic         |
| Nea Nurmela                     | ELSA Finland                |
| Mikko Laitinen                  | ELSA Finland                |
| Emma Kuusela-Opas               | ELSA Finland                |
| Canelle Roseau                  | ELSA France                 |
| Ana Koiava                      | ELSA Georgia                |
| Elene Ghudushauri               | ELSA Georgia                |
| Lenard Moller                   | ELSA Germany                |
| Sophie Wilson                   | ELSA Germany                |
| Jonah Blumenberg                | ELSA Germany                |
| Georgios Palamidis              | ELSA Greece                 |
| Pavlos Klagkos                  | ELSA Greece                 |
| Maria Angelopoulou              | ELSA Greece                 |
| Giulia Montanino                | ELSA Italy                  |
| Aušra Abraitytė                 | ELSA Lithuania              |
| Dagnė Kemežytė                  | ELSA Lithuania              |
| Lena Anna Kuklińska             | ELSA the Netherlands        |
| Andrine Holte                   | ELSA Norway                 |
| Francisco Arga e Lima           | ELSA Portugal               |
| Bruno Cruz                      | ELSA Portugal               |
| Tony Marinescu                  | ELSA Romania                |
| Lucija Tacer                    | ELSA Slovenia               |
| Ainoa Ordóñez                   | ELSA Spain                  |
| Sofia Gierow                    | ELSA Sweden                 |
| Tova Lindqvist                  | ELSA Sweden                 |
| Emelie Djerf                    | ELSA Sweden                 |
| Basil Schaller                  | ELSA Switzerland            |
| Yuri van Steenwijk              | ELSA Switzerland            |
| Suzan Candan                    | ELSA Switzerland            |

Cemre Ecem Eren  
Arsal Rehber  
Defne Polat  
Sofiya Kalyandruk  
Kristina Petroniuk  
Daniel Parkin

ELSA Turkey  
ELSA Turkey  
ELSA Turkey  
ELSA Ukraine  
ELSA Ukraine  
ELSA UK

*Chair opens the workshop at 16:30.*

**Chair:** I'm opening the workshop and I'm passing the floor to EI.

*EI presents results of HR survey.*

**Chair:** I'm opening the speakers list.

**ELSA Romania:** Thank you for your presentation. I would like to ask about a problem – what do you think of the current conversion rate of total members of ELSA to the number of ELSA active members. There is a big discrepancy and if we solve this, it might have a positive effect on other issues too and motivation.

**FA:** We had a discussion about this a few days ago. The way I see it – we have 70,000 members and 3000 active members. This is a problem if we wish for all of our members to be active. A more exclusive selection process of members would lead to a more exclusive ELSA. There would be better motivation, but ELSA would not be such a big thing. There are two different strategies of doing and seeing things and there is no one good answer – it is up to you to assume which is the best.

*No more comments.*

**SG:** I think it's a good time to focus on HR again and make sure that we have a sound HR management for the future. We will now continue with another topic that is very connected to human resources - the ITM and I will pass the floor to my Assistant, Tom.

*TH presents ITM proposal.*

**WB:** Before we start the exercise and discussion, we will try to decide which version/option you prefer. The presented proposal/idea is our answer for your doubts. People have a variety of experiences with transition and knowledge-gathering, so now you have the time to think and we will ask you for your feedback.

*Exercise.*

**Chair:** We will continue with the next part. I will be reading the clarification questions and Weronika and Sina will respond. There will be no discussion on their responses. On the concerns and amendments, we will have short discussions.

**ELSA Germany:** If we have a subsequent question, are we meant to type it in the sheet or no direct questions?

**WB:** We will try to simply clarify the situation and if you have anything else to discuss, put it in the section of concerns and comments.

**Chair:** We will start with Question 1: *Have you asked the ITP if online training work and if they are useful?*

**SG:** Yes we have talked to the International Trainers' Pool about online training and half of them believe that online training can be useful. Currently they still feel a bit uncomfortable with providing them which is to be expected since we never train the trainers to provide online training but this is going to change this year since we don't really have a choice other than make TtTW online.

**Chair:** *After the year of online events (which are not simply enough for building the network), what is the impulse to have the first meeting online, except the part that it is for every officer? Do you think that for new officer it is enough?*

**SG:** Our idea behind having the first meeting of the term online is to provide the opportunity to as many officers as possible to make sure that they can learn about the association, about their area and their responsibilities on the international level. It also gives them a chance of already meeting people from other National and Local Groups to create these contacts which they might not be able to because they cannot attend a physical event due to the fact that they can't afford traveling there or because they weren't elected as one of the three offices.

**Chair:** *Delegates from per country may be 8 + and it depends on interest from per National Group or on other some issues which will be decided by EI?*

**SG:** There is an issue about the limit of participants for physical events. There has to be a limit. It would be great to have as many participants as possible but then we have to avoid the situation of 360 people because it would be really hard for hosts and we already struggle finding them. Also, for ELSA Training you cannot have more than 20 so if we allow for more participants we need more trainers and we already struggle with finding trainers so we need to take that into consideration.

**Chair:** *Why would the ITM only have trainings from ITP members and following ITP rules*

**SG:** ITP is ELSA's training provider on the international level, of course we could try to find external trainers as well but then that would cost money and ELSA does not have money to invest into external trainers so the only way that we could hold the ITM with training is to ask them. In the DB, it currently states that the participation fee of the Sec Gen and up to 7 Trainers is covered by the host for the ITM.

**Chair:** *Who is the target audience for this meeting? Only NG or also LG?*

**SG:** That depends on which option we are going for. If physical, we want to target National Group officers so we rely on you to transfer the knowledge to national networks. If an online event takes place, we can easily open it for all officers, whether national or local.

**Chair:** *Exemplifying the workshops that might take place during the event would help us draw a clearer picture*

**SG:** Well if it was scheduled right now with trainings it would focus on soft skills - project management, negotiation skills, communication skills, time management and stress management.

**Chair:** *Are the Trainings during the ITM going to be focused solely on soft-skills or also have some of the substantial ones (Officer's Training).*

**SG:** We don't know which officers are going to attend so we can't really focus much on area specifics but we must keep the training open so everyone can get something useful out of it.

**Chair:** *Will the ITP be able to handle the Training workload under the proposed model?*

**SG:** We had a call with the international trainers in July to present them the new structure. Only 1 Trainer was in favour of it while most said they don't have the time to fly somewhere for a week due to work and private obligations. We believe the online version would make it easier since we won't be organising only trainings but other types of sessions which can be provided by the IB.

**Chair:** *Is the ITM going to be a whole-day event? (as were the Online KAM-SAM-IPM and ICM Online)?*

**SG:** It depends on the first or the second option. I think it was very difficult for us to adjust to these online meetings that we simply tried to do how we knew from IPM, KAM, SAM for years before. ITM wouldn't have to be a whole day event but we could for example go for half days. It would be up to the discretion of the IB.

**Chair:** *Where is the necessary planning and drafting of the fall ICM agenda done?*

**SG:** A lot of the preparations actually happened during transition. At the beginning of the term it's really difficult to come up with new things within a very short period of time

**Chair:** *Do you think this concept is motivating for people that are thinking of running for NG?*

**SG:** It definitely can be because the online version allows for all officers of the NB plus Local Officers to participate in the event. This is much more inclusive and can definitely motivate locals.

**Chair:** *Now we will proceed with the concerns and doubts. Having an online meeting goes against the idea/ considerations made when deciding for the ITM*

**SG:** We believe that there should be an opportunity for knowledge management to be part of the discussion which is why we are bringing this new idea which was not discussed at the ICM where the new structure was voted on.

**Chair:** *Limited number of participant*

**SG:** As we said increasing the number of a physical ITM to more than 3 people is not possible due to difficulties of finding hosts and trainers. If you want more number of participants, the only option is an online meeting.

**Chair:** *Online trainings reach more officers than physical ones*

**Chair:** *Online trainings are not as effective/ helpful as physical ones*

**SG:** Of course it is always nice to be in person, to connect with people but we believe that online training can still provide benefits to people participating in it. Other associations have been providing online training for years and I think if we can help ITP trainers to become more comfortable, these online sessions would actually be really useful for the network. You don't have

to pay for the transport of the trainer, don't have to pay for the accommodation and can still provide this opportunity to offices and members across the Network.

**Chair:** *Losing the scope and purpose of ELSA*

**SG:** It depends on the point of view, we really believe that online training is a good idea. Other international events would still be physical so we are not scrapping all physical meetings of officers.

**Chair:** *an online meeting takes away the very important social aspects of physical meetings, especially in the beginning of the term*

**SG:** We understand that the social aspect is important. But we also need to balance, we need to secure knowledge management and we need to ensure that offices are capable of doing what they need to do to make the National Group successful.

**Chair:** *the physical events were always the biggest motivation for people to run for the NB, with cancelling the original system (KAM, SAM), this goes strictly against the HR system and ways not to motivate people to actively participate in ELSA, because they do not want to have it online or only for half of the board. Especially now, with coming up with this idea, people's motivation to run for NB will be even lower.*

**SG:** Ok I think it's like the decision about changing the structure we made last year. I don't think that one online event during the term will completely destroy the motivation of all ELSA officers. We will have ICM, we will have the ISM, we have Christmas Cocktails, we have the Transition BBQ where people can come together. One online meeting in normal times does not destroy the motivation of a whole National Board. Of course, I know we have to figure out how to motivate our offices and how to make sure that they actually do want to stay in the association and run for another position which is why we are working on the HR strategy this year.

**Chair:** *having online meetings with a lot of participants is neither productive not helpful*

**SG:** There are two ways. You want to be productive but people also want to meet each other. So we have to find a way to balance the interests.

**Chair:** *The total amount of ELSA related amount of time during a physical event is much more as we can and we are discussing our issues and plans during breakfast, lunch, dinner, free-time etc. This time is also really valuable for those groups who are searching for other groups in order to co-organise an event, project etc.*

**SG:** We are trying to find other possibilities on how we can help groups connect like a members platform. For some people it is difficult to go to physical event so you might even have a bigger chance of meeting more people at an online event.

**Chair:** *How to motivate fresh board members to participate in an online training in the middle of their assimilation period to be boardies*

**SG:** I think the important thing here is to make sure that you actually include the importance of international internal meetings in your transition and that you make sure you explain to your successor what they are about and why it is good to participate.

**Chair:** *Having it online may not be the best idea as there is a really good space for another physical event. In addition to that, we do not want it to be a boring series of lectures where we talk about every abbreviation etc.*

**SG:** Yes sometimes it is boring but I think this doesn't change whether it's a physical event or online.

**Chair:** *There is a notoriously low level of engagement in Online Meetings. This is problematic for Training. Moreover, people combine online Meetings with work, study, etc and it is hard to follow the whole thing.*

**SG:** Online training actually provides trainers with tools to make it more engaging more interactive so a good trainer will make sure that participants are engaged. That is the reason why we would have a limit of how many people can participate in these online training sessions.

**Chair:** *Starting to plan online meetings from the start might open a Pandora's Box to expand the idea to other internal meetings*

**SG:** In our opinion it would be very difficult to make the Council change its position since you're all very dedicated to physical meetings anyway and we're struggling here to present the idea for one online meeting so I believe this is unlikely.

**Chair:** *We are already having the generation of members/ officers who has never attended physical events*

**SG:** Yes, and maybe because of one online event, people will travel more for the next one which will be physical.

**ELSA Ukraine:** Many people don't know the international events so I'm very much afraid that they will not want to organise one, because they will don't know how to do this and what they have to do.

**ELSA United Kingdom:** We did an online training event in the UK last year and we had almost every single Local Group officer there. It was really good and many people liked it.

**Chair:** *Online events are draining and are sometimes no less 'inconvenient' than the physical ones (physical ones give us at least the possibility to travel, network, online ones, not really, not for everybody)*

**SG:** We believe that the online event at the beginning of the term will allow people have easier access to the network than if they are made to travel somewhere.

**Chair:** *I could see how only the already very active and informed boards end up participating in this event (which is nice but also doesn't really solve the underlying issue)*

**SG:** We are trying to give an opportunity to everyone to be ready for the upcoming term.

**Chair:** Now we will proceed with the amendments, starting from the first: *Reconsider having 2 physical meetings (SAM and KAM)*

**ELSA Switzerland:** Firstly, having this online meeting goes against the considerations made, when we deciding for the ITM at the Spring ICM 2020. We changes the IIM cycle because we didn't have enough hosts, there are two ways you had to address this, first reintroduced quality standards making it easier to organise and more different places and we decided to reduce this in the knowledge that it will be a physical meeting. Now coming up with this having an online meeting is a change that was never discussed before in the network and this really goes against what we discussed. It was certainly never the idea of the whole structure and we never discussed it in this



way and that's why I said if you want to do something like this you need a much bigger discussion about the whole issue again.

**SG:** This is why we are discussing it now.

**Chair:** *Would hybrid (online and physical) work in some way if this is wanted to have the possibility for online participation*

**ELSA Turkey:** Something like a hybrid international event is a wonderful idea because you know while we were discussing the other group problems that we are having while having a physical event was something and the other concerns might be related to our purposes. I think everyone can attend and by using different means like using it online or physically so it is easy for an organisation to provide you guys a few bits and like this is why I think it will make everyone happy.

**SG:** There is a big big but - you do need an IT system for that. We have been looking into it with a provider that has been used for the Regional Rounds right now and we are in negotiations with them on how we can proceed, but it is actually not that easy. It is incredibly expensive and neither ELSA International nor many National or Local Groups have the money for that. Additionally, hosts would need to provide much more IT equipment than they are currently required and again the issue is money. Another issue is the engagement between people that are online and physical and until we have solutions for that a hybrid event will not solve the issues but rather create new ones.

**ELSA Turkey:** So why is it harder? Why is it more expensive?

**WB:** From our perspective, the way you manage the people in your workshop depends greatly on whether they are there physically or digitally. You cannot simply open up a Google Meet call and hope for the best. We are experience this difficulty this year where Ilke is in Turkey while all other members are in the house. We can share with you that it is incredibly difficult for Ilke to follow discussions during board meetings and for her to get involved. We are not saying it is impossible, we are saying that it is currently not possible for ELSA International.

**Chair:** *What if we merge a little bit the ideas presented already? Maybe a longer event (5-6 days) with the following structure can be more enjoyable: First 2-3 days open for any ELSA members to join and you talk about ELSA knowledge only and the last days strictly for soft-skill training as the demand for those would not be as high. This idea can be quite easily implemented in an online version and you can avoid some problems that were already mentioned (trainers holding the same WS again and again).*

**ELSA the Netherlands:** What I know from the Netherlands, our officers told us that they would not attend longer meetings because online meetings are quite draining and they are not enjoyable to the same extent as the physical ones.

**ELSA Romania:** I propose separate in two parts - first part for the one who wants to really participate in ELSA and the second part for the training for developing.

**SG:** I am not sure if I understood, so we will look at it and we will talk about it with you separately

**Chair:** *Making more ELSA Trainings / soft-skills training online during the whole term, which would be accessible to all ELSA people and make ITM physically*

**ELSA Belgium:** I think that the problem with multiple training during the year is basically that people will not be able to do those training.

**Chair:** *General meetings often do not address the gravest issues/struggles - maybe online meetings should be complementary to the physical ones? Aka, maybe we need a system of more individualised trainings done online and maintain the system of physical meetings which tackle the more general, ELSA all-around training (ambitious but seemingly very needed)*

**Chair:** *Online meetings provide more equality (economical, geographical etc.) for different members all over the network to participate. Therefor, providing similar online sessions as during this pandemic year is to be encouraged also in the future*

**Chair:** *Deciding in the middle of each term if next ITM will take place online of physically*

**ELSA Turkey:** I think that would not work because I think there should be a standard that we should have an idea of and we should be presenting people this event will be online and this will be physical. I think doing this every year doesn't make any sense.

**Chair:** *Hybrid format to ensure more network connectivity between national groups*

**Chair:** *Lower the amount of training/workshops to just the necessary basics to make it more inclusive and less daunting*

**ELSA The Netherlands:** We need to think about the issue of online training. As I know from the experience, people just don't want to join an online meeting and limiting the numbers of the workshops might not be a good thing but maybe it is the price we have to pay because again many are people just not fans of an online meetings but there are also people who cannot participate in physical event. Maybe if we give them the opportunity to choose they will go for an online meeting but then the quality of the meeting can be lower. So is that the price which we have to pay?

**Chair:** *have the meeting be early September until middle of September, more participants and then make ISM online instead.*

**Chair:** *have an international transition call for each area (a few hours long) in which a) all national officers get to know the most important contents of their area and work and b) all national officers get to talk to and know their respective IB member.*

**ELSA Switzerland:** I think that's an interesting idea but has nothing to do with the idea and doesn't address the problems at all so I'm not quite sure when we talk about it.

**ELSA the Netherlands:** I agree with that. Again it signals that we are really missing transition and that's something we should also think about.

**Chair:** *Should we just scrap the ITM and reinstate IPM, SAM and KAM as online/ hybrid events*

**ELSA Turkey:** How different will it be if we bring cancelled IPM, SAM, KAM back. We have tried this and it doesn't work so what would change?

**SG:** That's why we developed the idea of an online meeting that tackles the transfer of area knowledge like IPM, SAM and KAM. We cannot return to the old system because it has been tried and failed.

**WB:** One of the main function of SAM, KAM, IPM, which are not addressed at all and I would like to bring those back to the discussion at some point, is the possibility to talk about and discuss matters, issues and new ideas before the ICM. We currently don't have a good place for that anymore so we need that aspect back somehow whether or not that will be separately, but I just do not see how this system with transition calls can provide us with the necessary contacts and discussions which we desperately need before and after ICM.

**SG:** We want to make sure that there is space for area discussions and area information but we also have to remember that the reason why we kind of scrapped these three different meetings is because we are not able to find hosts and even with the quality standards that were introduced there is an issue that it is the same few countries that apply so if we do return to some kind of structure where area workshops are included is almost impossible to implement because, if you have them combined you have a big meeting meaning basically and ICM, which is very difficult to organise for anyone and if you have them separately then again we need more hosts so the only way that we currently see it happening is through an online event.

**ELSA Finland:** I agree that we need to have some platform for discussions before an ICM.

**Chair:** Now we should talk about the proposal so I am passing the floor to ELSA International

*WB: presents the proposal*

**SG:** So do you want ITM how it is like now - focus on training or do you want a mixed approach with area and association discussions included.

*Workshops recommend a mixed approach.*

**SG:** Discuss it during your board meetings and come up with what is the ideal for you taking into consideration that we don't want to have a meeting where we can address area association and training and taking into consideration all the issues we have discussed today and then I will schedule an open call with the IMers of course other people are welcome to join us well and we will together to develop the recommendation of the proposal for the ICM in April online hybrid also the space to continue.

**TH:** We wanted to introduce the ITM in this event so perhaps you can understand why it is that we are in the situation that we are right now and how you can prevent from returning back to the past and keeping on moving forward.

*Chair closes the Workshop at 18:47.*

Thursday, 11<sup>th</sup> February 2021

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10:00 – 11:30

## Let's talk about the projects (Group 1)

Participants' list:

|                                 |                             |
|---------------------------------|-----------------------------|
| Weronika Banska (WB)            | International Board of ELSA |
| Maja Rajic (MR)                 | International Board of ELSA |
| Ilke Yilmaz (IY)                | International Board of ELSA |
| Jakub Bogucki (Chair)           | ELSA Poland                 |
| Kateřina Nováková (Secretary)   | ELSA Czech Republic         |
| Adéla Chloupková (Secretary)    | ELSA Czech Republic         |
| Yordan Kyurkchiyski (Secretary) | ELSA Belgium                |
| Valentin Badert                 | ELSA Belgium                |
| Jakub Sýkora                    | ELSA Czech Republic         |
| Nea Nurmela                     | ELSA Finland                |
| Mikko Laitinen                  | ELSA Finland                |
| Emma Kuusela-Opas               | ELSA Finland                |
| Ana Koiava                      | ELSA Georgia                |
| Elene Ghudushauri               | ELSA Georgia                |
| Lenard Moller                   | ELSA Germany                |
| Sophie Wilson                   | ELSA Germany                |
| Jonah Blumenberg                | ELSA Germany                |
| Georgios Palamidis              | ELSA Greece                 |
| Pavlos Klagkos                  | ELSA Greece                 |
| Maria Angelopoulou              | ELSA Greece                 |
| Vincenzo Lo Bue                 | ELSA Italy                  |
| Giulia Montanino                | ELSA Italy                  |
| Alexander van Thiel             | ELSA the Netherlands        |
| Lena Anna Kuklińska             | ELSA the Netherlands        |
| Tony Marinescu                  | ELSA Romania                |
| Ainoa Ordóñez                   | ELSA Spain                  |
| Sofiya Kalyandruk               | ELSA Ukraine                |

*Chair opens the workshop at 10:02.*

**Chair:** Welcome everyone. I am opening the workshop and passing the floor to ELSA International.

*WB presents warm-up questions and an introduction.*

*IY presents about Study Visits.*

**IY:** Because I see we have a number of S&Cers, we would like to hear your opinion.

**WB:** Just as a reminder, we do not want to remove Study Visits. We would just like to remove it from the responsibility of ELSA International.

*Chair opens speakers list*

**ELSA Germany:** I totally agree with what EI said. I think if we can use it differently it can be good for study Visits.

**IY:** I mean the Study Visits Portal has been built 4-5 years ago and it is not as helpful as the Facebook Group. The FB Group is working in terms of supply and demand and communication is more streamlined, while the Study Visits Portal is not a working tool. It is also not better for searching for partners.

**ELSA Belgium:** For me the only thing is the fact that Study Visits have a problem on an international level. It would be really hasty to change it now. It didn't work because of Covid so I think we should try this year and maybe change it later.

**IY:** What do you mean? We had specific problems even before COVID and how do you think it is related to ELSA International?

**ELSA Belgium:** There was a big IT problem and it wasn't repaired last year so we should try to improve it now.

**WB:** I will take this comment just to mention - it is the same argument every year that we can try to improve it. I remember this discussion. There was no focus last year on Study Visits, but we have discussions about whether to keep the portal or FB group. There was a very balanced position. It is not like the Portal does not work by default, but rather that less than 10% of groups are filling it out. Looking at the bigger picture, we have only a number of groups following the portal and the rest is done through personal communication and direct messages. This is why we propose simply to remove the portal.

**MR:** Just a clarification. It will stay like a project how it is now.

**ELSA Greece:** Personally I do believe in the importance of the Study Visits Portal. Many people are not updating it though, so removing it might be a solution. We can also change the Study Visits agreement procedure, sending it to their National VP S&C, so that National Groups are informed.

**IY:** Having such a big obligation is not possible for the international level. Even if we have the info, it wouldn't work for the website.

**ELSA Italy:** I will make my comment with an assumption that is we cannot make a choice between the Portal and the Group. Not everyone has Facebook. My comment is on how we can improve the Study Visits Portal. I think first of all, there should be some way to actually implementing the Portal, because I don't think any action was taken. So we have no way of comparison. We could create a fixed period of the calendar, when we implement the portal - 2 weeks in which groups update the portal and then only groups which are on the portal may organise such Study Visits. "The Brand of ELSA at the international level does not change by the actions of Local Boards". I think the IB has a responsibility from a brand point of view. In this way we have control and knowledge over the process. We also may have a better overall quality.

**ELSA Poland:** We cannot ban Local/National Groups from organising events. If you ban Local Groups from organising a study visit then they will organise it under the name of something different for example exchange.

**IY:** The portal cannot be updated by Local or National Groups. Only EI has access. Updating it once in 6 months would generate a massive workload - compiling information back and forward. This is my opinion of course, but I don't think it has ever worked. The point about people not having Facebook is good, but we also have a Mailing list, which can be used.

**ELSA the Netherlands:** I think we talk about two different issues. We should have an overview on these projects. I think it's good to have some portal that isn't Facebook because not everyone has Facebook. Also, in the Netherlands, I never heard about the portal from any S&Cer, like I didn't ask but we organised once a study visit and I don't think anyone knew about the portal. So there is also a lack of mention of it. And also I totally understand that EI doesn't want to constantly update the portal.

**ELSA Belgium:** For me, to add to Lena, the thing is also, I have heard the Portal does not work IT-wise. It is hard to transition it and use it if we are told it does not work. In terms of supply and demand of the Facebook Group, the portal is broadening the scope of people you can contact. Otherwise, we normally contact the same people and location all the time. Just by looking at more portfolios, you have a broader choice.

**ELSA Ukraine:** We need to provide some control, avoid some issues.

**ELSA Belgium:** I have two comments. Firstly, in response to someone who mentioned that Local Groups would turn to alternatives of Study Visits if ELSA International exercises more central power - Local Groups are already doing this. For example in Belgium we have Legal Trips, etc. My second comment is in response to Ilke's remark that updating the Study Visits Portal would be a massive workload. I think once the initial update is done, it would not take too much time - locations and groups would not change that often, so subsequently it would be a matter of quick fixes.

**ELSA Italy:** Just wanted to finalise my point, I did not mean that ELSA International can impose conditions on Local Groups. What I mean is that we need to update our Quality Standards. If we teach everyone that we have a Study Visits Portal, we need to make it evident that we update it at a certain time (once a year) and that it is promoted at least each year through the mailing lists. I think we should try to make it better before removing it permanently.

**IY:** I have one last point, so it isn't that it hasn't been updated for years and years and that it isn't functioning. It just wasn't updated last year but it definitely functions.

**ELSA Germany:** We can have the Facebook Group and the portal as complementary platform - they are not mutually exclusive. Just because it is broken does not mean we should not fix it. Less and less people use Facebook and this is why in Germany we have a specific website we update every 3 months. You cannot force people to use Facebook. We think we should first consider updating the portal before removing it.

**Chair:** We finished the discussion and now I pass the floor to EI.

**WB:** So, guys just to have the quick recommendation - you agree with the fact that ELSA International does not have much to do with Study Visits control, but the Study Visits Portal should stay.

*The Workshop recommends for the Study Visits Portal to stay, but without ELSA International controlling Study Visits.*

*MR presents about ILRG*

*Chair opens the speakers' list.*

**ELSA the Netherlands:** I actually participated in one ILRG (Renewable Energy). I understand your points - we had marketing problems and few responses. But at the same time, it was a good opportunity for me to participate in this project. For some groups, the ILRG is valuable, because members would think that they cannot participate in the regional ones. Ultimately, I think it is a good choice to remove it, but at the same time we need to recognise that some groups do not have many projects and that we are taking away an opportunity for them.

**MR:** We know the end is near, deleting ILRG will create more opportunities. We want to focus more on the local level and it will be more like multilateral, bilateral or unilateral research on something, so it will not be like there won't be any international opportunity at all.

**ELSA Finland:** I am all for scrapping the ILRG. Like you said, it competes with local multilateral LRGs and in Nordic countries we have these. Thus, this year we had to make a choice. Also because the ILRG is in the AA playing field and there are already too many things in AA. People are not willing to undertake the AA role. If one thing from AA has to go, I would say it is ILRG, especially if support for the regional multilateral LRGs is increased. Also, LRGs are a bit separated from what we are usually doing, so it gets members confused.

**MR:** I think that we are all on the same page here which honestly makes me happy because I see how much time me and my team are putting into it again because I received many emails with the same questions all over again we are providing support literally 24/7. I am honestly very very happy to see that we are on the same page here.

*Workshop recommends to remove the ILRG as a flagship project of ELSA and one organised by ELSA International.*

**Chair:** We have just finished the ILRG discussion, so I would give the floor again to ELSA International for the next point.

*MR presents about EHRMCC.*

*Chair opens the speakers' list.*

**ELSA Finland:** I didn't catch the name for the project.

**MR:** There are two names - Elisabeth Palm and Helga Pedersen. The Council of Europe is really happy about this change. So we have the support from them.

**ELSA the Netherlands:** I wanted to say that this change would not be negative from a marketing stand-point. The two most-selling points are the CoE partnership and the topic. The acronym is not that important. The scale of the competition is also crucial. I don't see any issues with it, it can only be better.

**MR:** We agree.

**ELSA Spain:** I agree with Lena. In Spanish, we actually don't use the same words as the acronym, so it would be confusing.

**MR:** As a sum-up, we will bring a proposal at the ICM and will have an internal discussion which of the two names is better. Hopefully, we will be the first to have a Moot Court named after a woman, which really fills my heart.

*Workshop recommends to rename the EHRMCC.*

**Chair:** We would now discuss any ideas you may have regarding other projects. I will pass the floor to ELSA International for an introduction.

*WB presents about others projects*

*Chair opens the speaker's list.*

**ELSA Belgium:** It is the opinion of some of our Board Members, about a VP MCC, which does not handle all MCCs, or maybe the VP's name is wrong. I think it should be discussed whether it is because of the project or the name of the person.

**WB:** Yes there is some kind of lack of clarity in our structure. Experience and history shows that we try to do many things with this like moving JHJMCC away from AA. Well then we have a position for one project and the reason why the structure looks like this, there were pluses and minuses. We will actually discuss this further later on.

**ELSA Belgium:** Just to clarify my point, I did not think about the fact that VP MCC needs to be scratched out - rather that the name of the position is confusing. The position itself is very important.

**ELSA Finland:** I like the structure all-in-all with the projects. I think that it is especially quite unclear how projects are divided or what's the idea between SC and AA. It is clear which local events and projects they organised and then decide who doesn't do it basically. I would like to raise some awareness and questions of how well we actually understand and if we are able to market internally and externally the different projects we have between AA and SC. In Finland we have it a little bit harder because we don't have VPs.

**WB:** Well, we cannot agree more. We created a definition and hoped it would be clear. It can be confusing and it is normal to be confused. I used to say it is very much okay when the format is very simple, but when it becomes more complicated, it is difficult to categorise. In my personal opinion, it is really hard to make a full-fledged distinction. We will try to think about it and raise awareness, brainstorming about it on Saturday. We will dedicate some time to find the best solution from all possible solutions.

**MR:** When you don't know where to put a project, you put it in AA. This is how we ended up with so many projects and created this hybrid monster of an area. You cannot do everything and without cutting things that are not working or restructuring responsibilities, ELSA cannot evolve and provide opportunities which are important now.

**IY:** We discussed the S&C name during ICM Prague, ICM Constanta so on. We still couldn't decide. Because this area doesn't have clear boundaries. In my opinion it is not possible do this without setting the boundaries



**Chair:** We are going to finish this workshop, so I would ask EI if they want to sum-up the discussions.

**WB:** Thank you for your inputs. To sum-up briefly. For Study Visits we will try to reach both goals - removing the useless responsibilities of EI, but also update the Study Visits Portal. Then we will move on to removing the ILRG from the projects organised by EI, stressing on effort in supporting regional LRGs. Lastly, we will look into renaming the EHRMCC. Hopefully, we will also reach a good conclusion on the restructuring and renaming of Key Areas if not for this ICM, hopefully the next one.

*Chair closes the Workshop at 11:29 am.*

14:30 – 16:00

## **Let's talk about the projects (Group 2)**

Participants' list:

|                               |                             |
|-------------------------------|-----------------------------|
| Weronika Bańska (WB)          | International Board of ELSA |
| Ilke Yilmaz (IY)              | International Board of ELSA |
| Maja Rajić (MR)               | International Board of ELSA |
| Francisco Arga e Lima (Chair) | ELSA Portugal               |
| Lucija Tacer (Secretary)      | ELSA Slovenia               |
| Tova Lindqvist (Secretary)    | ELSA Sweden                 |
| Julian Kessler                | ELSA Austria                |
| Samira Safarova               | ELSA Azerbaijan             |
| Sabina Cahangirli             | ELSA Azerbaijan             |
| Canelle Roseau                | ELSA France                 |
| Aušra Abraitytė               | ELSA Lithuania              |
| Julia Bones                   | ELSA Norway                 |
| Andrine Holte                 | ELSA Norway                 |
| Bruno Cruz                    | ELSA Portugal               |
| Iza Senčar                    | ELSA Slovenia               |
| Emelie Djerf                  | ELSA Sweden                 |
| Basil Schaller                | ELSA Switzerland            |
| Suzan Candan                  | ELSA Switzerland            |
| Yuri van Steenwijk            | ELSA Switzerland            |
| Cemre Ecem Eren               | ELSA Turkey                 |
| Arsal Rehber                  | ELSA Turkey                 |
| Defne Polat                   | ELSA Turkey                 |
| Daniel Parkin                 | ELSA United Kingdom         |
| Amanda Muntz                  | ELSA United Kingdom         |

*Chair opens the workshop at 14:32.*

*WB, IY and MR introduce the workshop. They're presenting a quiz.*

*IY is giving a presentation on Study Visits.*

**ELSA Switzerland:** I agree with what was said, never quite understood why it was IB responsibility. From personal experience, I have seen Local Groups organising events but calling them something else other than Study Visits. My National Board agrees. Having administration as something managed by IB is good because there is no one else to do that, but not everything else. Maybe the SV Portal isn't necessary, don't know how much it's used.

**IY:** The thing is that Study Visits Portal is administered by ELSA International. Now I am the admin. It was established 4 years ago with good intentions, but it hasn't been used that much. It's an additional website and you would need to check regularly. It is not working efficiently.

**WB:** To clarify you are in favour of removing the SV Portal and the IB responsibility about the Study Visits? It looks like everyone agrees.

**ELSA Turkey:** As we will be relieving IB from responsibilities of the Study Visits Portal, what I'm wondering is if disputes arise, in that case the responsibility of IB remains, right?

**IY:** I mean, from right now we don't have such responsibility to mediate these disputes, between the hosting and visiting groups. If they are willing to take the dispute to the IB then we are helping inherently, but we don't have that regular responsibility.

*ELSA International (MR) gives another presentation about ILRG.*

**ELSA Switzerland:** I totally agree in general with your point to focus on regional/bilateral LRGs, I just think if you want to give up the publishing we need some quality standards to be met to protect the ELSA identity. Otherwise, I am in favour of this.

**MR:** We already have some basic quality standards when it comes to bilateral, multilateral LRGs. We might have to develop, but there are some frameworks. This is something that exists. LRG handbook is quite detailed, but maybe we have to add an article or two instead of doing full on quality standards which already exist.

**ELSA Turkey:** I think this is a good idea as well to leave space for National and Local Groups. I have a concern if it is useful to engage more partners or researchers? Will it affect IB that we have cancelled ILRG?

**WB:** Partners and ILRG... not a good love story. Not an Hollywood romance. With ILRG it was always a big problem, we used our partners that we already had established. Universities that cooperated with us on different projects, we could tell them: please help us with this too. I'm also of course selling it as the best project in the world, but it's mostly to receive help. EIT is focusing on strategy for all projects, including ILRG, but mostly visibility and credibility. Institutional partners and such to improve the quality, to create ways to use it afterwards. It's not a money-maker, it's tough, but we tried with K&L Gates on the European Compliance Benchmark in 2016. They were supposed to pay us 30k euros for this but they never paid and ended the relationship. From the partner perspective, removing it would be easier for me. For all of the officers working on the partners' strategy it would be one less problem.

**MR:** And also from the academic point of view; until Renewable Energy it was reviewed by the ELSA International Team. So it was a lot of work for us to find people who want to do it. Removal will help us and if we have regional cooperation that is going on, it may be even better. Speaking

of partners, ELR attracts them more. So if we have to pick a stronger legal writing project ELR is better for attracting partners.

*WB and MR continues presentation, EHRMCC.*

**ELSA Switzerland:** I have a question, why do you have so many problems with the European Court of Human Rights and why do they not like that anymore?

**MR:** They are just feeling this way, don't want to have anything to do with moot court that much, especially because there is another moot court in French, Rene Cassin, they try to put it on the same level. We can't compete with this even if our project is way bigger. If we have only finals there, then we have only finals there. They like the French one more, it's in French, it's in France. Cooperation works somehow only thanks to the Council of Europe. They push for the agreement, the Court doesn't really care. Every year is just worse and worse, it's a very particular contact but for now we're managing.

**ELSA Portugal:** I just have a slight concern regarding the renaming, thinking about what happened with JHJMCC. My concern is that bringing another name is making it harder to recognise it. My friends say it is so hard to recognise and it brings problems with continuity. It may also bring problems with people thinking of a different moot court. The biggest moot court is EHRMCC - is there any way to encourage partners other than changing the name?

**WB:** Of course there are some concerns, it's always like this, the case of every rebranding. Beginning is slightly confusing, new name and we need to get used to it. However, you have to remember that we are a part of the Association so it's the name that we connect. We connect the activity with the name. The community outside the organisation do not and these projects target mostly people for the outside. Still some Local Groups don't even know what we do on a daily basis, and for them the name is completely secondary. It sucks for us, we want them to connect the dots: EHRMCC = ELSA. It's not easy, for them it's the moot court on human rights and the name doesn't matter, it is something different. And of course we need new materials, pre-campaign, this is the 10th year, etc. Just like JHJ. The longer perspective and future benefits are definitely worth going through this small confusion in the beginning. Do we see the other solutions to encourage partners to join the competition? Of course. They are not joining because they like or don't like the name, but as we mentioned we are working on this. When I present the project to externals I don't talk about EHRMCC - I talk about moot court concerning human rights. It's good to change it and take the advantage out of this. To get the attention of people working in this field. And by the way now we don't have partners who are confused, we only have the Council of Europe and the Court and they agree on it.

**MR:** Just a quick thing, it is always a concern and this is the risk we are willing to take. For JHJ this was also the argument but then they immediately got a lot of partners because it is a well-known name in the field of law they want to work.

**ELSA Turkey:** The name is part of the corporate identity, it should remain minimum 3 years in terms of making the brand itself stronger. If you want to make changes and make things stronger and link to the Association, it will be with baby steps. The marketeers working in the field are suggesting this, I wanted to give this fact.

**ELSA Turkey:** Thank you, my concern is about what you pointed out, but I will approach it from a different perspective. JHJMCC, we do know what it is about. We know they are important people. However, in the case of EHRMCC this is a strength of the brand that it says that it is a

human right moot court. So can we merge it? For example like the “Weronika Bańska European Human Rights Moot Court Competition”. Keeping the human rights part in there can be beneficial in this case.

**ELSA Switzerland:** Just to reply to ELSA Turkey real quick, we need to keep in mind who we are actually targeting. People outside the Network who actually care about human rights. If you see “Weronika Bańska Human Rights MCC” you wouldn't associate it, but the people who apply have already scratched the surface of European human rights law and they would already know that. Whatever name we decide on, it's the one big international English human rights moot court.

**WB:** Thank you for comments. To sum up you are in favour of removing Study Visits from the IB's responsibilities and moving this to National and Local Groups; proceeding with removing ILGR as a Flagship project and a separate project run by International Board on international level and you are in favour of renaming the EHRMCC starting with the 10th edition to the name of one of the female ECHR judges - Elisabeth Palm or Helga Pedersen.

*EI continuing presentation about other projects like ELSA Webinar Academy, etc. Asks about pressing issues right now.*

**WB:** Project wise, do you have ideas for us to develop during the next months and next term? It's the time to express your opinion about the projects to restructure. Please exclude STEP from this, we will have time for this later.

**ELSA Switzerland:** Thank you, in general with all projects I think we have to consolidate what we have and not introduce new things. And I think that we have too many projects especially on the international level and I would rather focus on a few, big, important projects. There is a tendency to have a new project every year but they never got really developed like ELSA4Schools. I think we need to consider where to cut this.

**MR:** We are all on the same page, there are way too many things going on. But needs of young people and law students change, we can't focus on the same things all the time just because someone told us to. We are scrapping out ILRG because there is another focus. Studying Abroad, our shining star type of a project, was something that nobody has done for 10 years because now we do have the Internet. I understand that, but now we are doing some “cleanings”. Asking questions whether we should proceed with this and that. ELSA4Schools is mostly done on local and national level and we wanted to give guidelines for this, but nothing else will happen on an international level. If this is more interesting to this audience, why not. But we will not work on this. We are overwhelmed with other things that just piled up.

**ELSA Turkey:** Thank you, my question is about the ENC on the international level, how is it going and what are the plans?

**MR:** ENC has been continued. We had been discussing in Baku to proceed with the Final Oral Round this spring, but because of Covid, we decided to have it for the first time in 2022. With the team we are debating the structure of it, we have four of them that we picked, and we are discussing which the best is and how to proceed. External relations people are helping with sponsors' research and finding a venue, where we will have the competition, everything is going as planned. New brand, new materials. It was not fair to try and bring it now, it's not the happiest time to ask for more money and to lose friendly partnerships in the long run. This year is like a “pre-trial” to get to know the competition, to organise it for the first time, so that when it happens we have structure already and it is running on its own.

**ELSA Portugal:** I am going to return to what ELSA Switzerland said. Right now ELSA International needs to think what is better to achieve on the international level and what on the local level. Example of essay competitions may be better on the local and not international level. Those kinds of competitions could stay on national levels but big moot courts could remain on the international one. The others can be done with international coaching and guideline books.

**MR:** This is the idea with LRG, to cut on international level but to provide guidelines on multi-, bilateral levels. But we are keeping an essay competition on the international level only for one particular partner.

**WB:** We can actually manage to organise one essay competition, it's not such a burden. Because we are organising dedicated essay competitions with LexisNexis, they are interested in supporting us even more and offer us some additional opportunities like publishing the final report of SRP.

**MR:** Yes and they want to support us financially which is extremely important now when we are struggling with money so the least we can do is this essay competition.

**WB:** Also about consolidation and structure, we constantly talk about it, which is why we brought a workshop "AA, MCC and S&C - together or apart". We see that we are struggling in making distinctions about projects. I can talk about the differences for hours but I can also imagine that less experienced people may struggle with differentiating. Everything is ok when the project's structure is basic, but when it is more complicated then how to categorise it? We can work on the activities scope to make it easier to organise it and how to sell it to everyone. But then we need ideas to find solutions because there is no perfect way to do this. There will be a workshop on this to brainstorm on how we can divide it and put this into practice. Hopefully, we will transfer outcomes to our successors who will continue these efforts.

*Chair closes the workshop at 15:46.*

11:30 – 13:00

## **Destination: Strong & Efficient Network (Group 1)**

Participants' list:

|                                 |                                   |
|---------------------------------|-----------------------------------|
| Weronika Banska (WB)            | International Board of ELSA       |
| Sina Gertsch (SG)               | International Board of ELSA Jakub |
| Bogucki (Chair)                 | ELSA Poland                       |
| Kateřina Nováková (Secretary)   | ELSA Czech Republic               |
| Adéla Chloupková (Secretary)    | ELSA Czech Republic               |
| Yordan Kyurkchiyski (Secretary) | ELSA Belgium                      |
| Valentin Badert                 | ELSA Belgium                      |
| Jakub Sýkora                    | ELSA Czech Republic               |
| Nea Nurmela                     | ELSA Finland                      |
| Mikko Laitinen                  | ELSA Finland                      |
| Emma Kuusela-Opas               | ELSA Finland                      |
| Ana Koiava                      | ELSA Georgia                      |
| Elene Ghudushauri               | ELSA Georgia                      |

|                     |                  |
|---------------------|------------------|
| Lenard Moller       | ELSA Germany     |
| Sophie Wilson       | ELSA Germany     |
| Jonah Blumenberg    | ELSA Germany     |
| Georgios Palamidis  | ELSA Greece      |
| Pavlos Klagkos      | ELSA Greece      |
| Maria Angelopoulou  | ELSA Greece      |
| Vincenzo Lo Bue     | ELSA Italy       |
| Giulia Montanino    | ELSA Italy       |
| Alexander van Thiel | ELSA Netherlands |
| Lena Anna Kuklińska | ELSA Netherlands |
| Tony Marinescu      | ELSA Romania     |
| Ainoa Ordóñez       | ELSA Spain       |
| Sofiya Kalyandruk   | ELSA Ukraine     |

*Chair opens the workshop at 11:35.*

*WB presents the topic of the workshop.*

*SG presents proposed changes to regulations on Observer Status Applications.*

*Chair opens the speakers' list.*

**ELSA Finland:** Do you have any statistics on how many observers we have now?

**SG:** One country that might still be able to apply for Observer Status is Kazakhstan. But they would need to be more established. Other than that, there are currently no more observers, but it is still relevant in case of demotion.

**WB:** Also one of the reasons is the fact that we are struggling and have examples in the past where there were motivated people, but no sustainable structure. If we want to avoid similar situations (e.g. with Kazakhstan), we need concrete measures to stop them. For the Council is way harder to decide on its own not to accept a Group. Observers need to know what they are doing.

*SG presents proposed changes to regulations on Membership Applications.*

*Chair opens the speakers' list*

*Chair closes the speakers' list.*

*SG presents proposal to remove Direct Membership.*

*Chair opens the speakers' list*

*Chair closes the speakers' list*

*SG and WB present proposal to change regulations on Demotion.*

*Chair opens the speakers' list*

**ELSA Belgium:** In point c) what do you mean by good reason? For being represented physically, there are good reasons, but for being represented by proxy, there could be potential abuses.

**SG:** The group that would face this could basically defend themselves so they could tell the Council this and this and this is why we weren't attended and the Council will decide if it is a good reason to not participate. But they can defend themselves.

**WB:** Because also during previous discussions, we found that we have to try to avoid punishing people for other people's mistakes - e.g. not sending a document on time. This is a way to be heard and have the Council deciding at the end.

**ELSA Italy:** Is this ever going to happen where groups don't have a board but still pay fees? If there is not a National Board for example after two years there will not be anyone who would pay for the debts.

**WB:** Yes, indeed, it is the case. We have cases where someone paid (e.g. parents). We also have situations where people do not hold elections and stay for another year, without being an official board. This is why we wanted to cover all possible drama and shady scenarios. The initial idea was to have two consecutive ICMs, but it might be one year where an issue exists, but it is later resolved. We need to take into account giving people a chance and some trust of them improving.

**Chair:** We can move on, as we finished the discussion on demotion.

*SG and WB present proposed changes to regulations on Termination.*

*Chair opens the speakers' list*

**ELSA Poland:** I don't know Dutch Law, so I just wanted to ask - can we have, from a legal point of view, a member without legal personality.

**WB:** Like ELSA as an entity was established according to Dutch Law so we have to have legal personality but because it is an international association then according to our internal regulations the national chapters fall under different domestic laws. So now we have the regulation to have a legal personality for all of them. But as far as I know there is nothing against international regulations. We can check that again with our consultant.

**SG:** Basically I send proposed amendments to our Statutes to our Dutch lawyer in the Netherlands and they will confirm if everything is okay. But again we do this like that because they cost lots of money and we want to make sure that we know what the network wants and then we confirm them in order according to Dutch law.

*Chair closes the speakers' list*

*WB presents the case of ELSA Belarus.*

**WB:** Now we will discuss a topic that is slightly painful - the situation of countries, in a nutshell, to demote. We will present you country by country how it looks from our perspective and we also want to hear your comments, so we know whether we should take the topic to the ICM. We are starting with ELSA Belarus. They joined pretty recently, but the last time we noticed attendance by them during ICM was in 2018 in Opatija. This presence was also during the Opening Plenary only. Half a year before they attended a full ICM with voting rights, but this was the last one and

in 2018. This is when they also signed a payment agreement. Since then we have had absolutely no contact with significant debt left behind. We have struggled with communication and as I know from my predecessors, there have been no coaching calls too, searching on social media, etc. This year I am the coach, but only by name and even during my candidacy I was not able to get in touch with them. In terms of Regional cooperation, ELSA Belarus has also not been participating. We know literally nothing about them and there is no sign of their existence. This is why we would propose to demote them.

**Chair:** I'm opening the speakers list, we are talking about ELSA Belarus.

*Chair opens the speakers' list.*

**ELSA Belgium:** I just wanted to mention that if we are on the same page regarding the regulation proposal for demotion, it is only natural for us to support the IB idea to demote ELSA Belarus. I think it is fair and we should provide our support given the circumstances.

*Chair closes the speakers' list*

*WB presents the case of ELSA Bosnia and Herzegovina.*

**WB:** Here the situation is very different. There is only one person in ELSA Bosnia - Zlatko, who is also in the EIT. They were present in ICM Baku 2019 with voting rights (Zlatko), but this was with a purpose, because they were applying to be an organiser of the next ICM (unsuccessfully). A debt also exists, though not that big as the one of Belarus. The most important issues here are the legality issue and HR. They have no real possibilities to rebuild and fully commit. The whole situation started after ICM Sarajevo in 2017, which led to major legal and financial issues, considering money missing and payment for services. There were huge organisational mistakes and ended up that ELSA Bosnia and Herzegovina is a huge debtor to national entities. Their bank accounts were frozen and the people responsible had magically disappeared. This is why they decided not to hold an NCM and elect a next Board - they would be personally liable for such a situation. We are talking about thousands of Euros - e.g. major unpaid invoices. They decided to deal with legal issues on their own, reestablishing a new entity with a new name, that would not be responsible for the debts of the other. Currently, because of COVID-19, there is no human resources. Zlatko is the only person dealing with this issue. Local Groups are not interested in cooperating and representing the country as a whole. Zlatko is mostly trying to facilitate communication. He was also working on new regulations, but now they cannot be done online, because there is no legal framework for digital association decisions (assemblies, signatures). And even if they manage to pass the legal hurdles, they still have HR issues. After talking with Zlatko, he is also in favour of this and ready to support.

*Chair closes the speakers' list*

**Chair:** I'm opening the speakers list, we are talking about ELSA Bosnia and Herzegovina.

*Chair opens the speakers list.*

*Chair closes the speakers' list*

*SG presents the case of ELSA Cyprus.*



**SG:** The next country we would like to discuss is ELSA Cyprus. They were last present with voting rights in ICM Opatija 2018. They also have a debt since 2017/2018, but the big issue is HR, legality and a general lack of ELSA know-how. Firstly when we contacted them this year, they told us that they don't have NCMs, Statutes, or legal personality. They lost or never had their legal personality. We are not sure. And in general, the communication is very scarce and incredibly difficult. From what we know, they are working on new statutes, but given the situation with COVID, this is prolonged. They also have no motivation to revive the HR issues. From what we saw it is also a bit of a political situation. Generally they have no idea what ELSA is supposed to do, what it stands for, etc. They have very much become inactive, struggling with Internal and legality issues. We believe they should not continue to be a Member until they are able to stabilise their National Group.

**Chair:** I'm opening the speakers list, we are talking about ELSA Cyprus.

*Chair opens the speakers list.*

**ELSA Greece:** during the previous ad during this year we tried to contact the ELSA Cyprus and ask them what is going on and how we can help them. but we didn't receive any answers. But during the first STEP cycle I received a question from a guy who used to be a member of ELSA Cyprus. I he want to apply for a new trainingship but he couldn't connect with the board of ELSA Cyprus so he asked us what he could do.

*Chair closes the speakers list.*

*SG presents the case of ELSA Latvia.*

**SG:** Another country that is very inactive for quite some time now is ELSA Latvia. They were last present in Spring 2019 in ICM Baku. They received their voting rights then, because of a payment agreement, which has not been renewed since. They have a massive debt of 6,171.38 euros. They are my coaching group and I do have a contact with a previous Board Member. The waiting time of communication is about 2 months. They have no interest in reviving the National Group. They are organising some kind of conference to find people, but I was not informed whether it is successful. There is not much to say here. The person I have as a contact is not really in ELSA anymore and there is nobody else.

**Chair:** I'm opening the speakers list, we are talking about ELSA Latvia.

*Chair opens the speakers list.*

**ELSA Ukraine:** What are we gonna do with their debt? I just want to ask how the process looks.

**SG:** So the debt remains. Even if a group loses its statuses, the debt remains in their name towards ELSA, but you also need to see that there is no way for us to get this money back when we have no contact. For us, we would need to bring legal action, but there is no one to sue. It would also be very costly to bring such action. If they resurface, the debt will be there.

**WB:** The same goes to the payment agreement - it is a contract, but there is no way for us to enforce it, except internal discussions.

**ELSA the Netherlands:** I am just wondering what do you think is the basic issue? Because it's more countries that have this problem and it is still happening. For example there is ELSA Latvia where I was really surprised with that.

**WB:** We thoroughly agree it is an HR issue. The biggest reason is definitely communication between National and Local Groups. If people are interested in ELSA in such a case, there is no interest in going higher to the National Structures, because they do not understand them. The other scenario is the National Group existing *de jure* but not *de facto*. This is the case of ELSA Latvia and Cyprus, and the groups just die naturally. When there is no supervision over Local Groups that creates problems.

**SG:** In short HR failure is a major issue. This is why we are focusing on this subject.

**ELSA Ukraine:** Is the idea to fully terminate them or just demote?

**SG:** Theoretically the idea is to demote them and try to see if we find someone.

*Chair closes the speakers list.*

*WB and SG present the case of ELSA Russia*

**WB:** We have a new country - ELSA Russia. The last ICM attendance was in 75th ICM Baku. They have a massive debt and there is also scarce communication. They have a Board, but it is not a real National Group, but rather ELSA St Petersburg. They are trying to develop a structure in Moscow too. Since 2018, however, communication is actually tragic - they don't understand what they are doing and do not want to follow, which generates more issues than benefit. We do not know what is exactly happening within their Board and it is very much centralised - one group being in charge and the other either not wanting to participate or not being allowed. We have zero control over them and we have also been informed about internal issues within the Network with ELSA Russia. They don't pay, they are not following the structure and everything is basically happening from time to time. We are also unable to teach them and there is no wheel from the current people in charge to expand the Network beyond St. Petersburg. ELSA Moscow is working completely separately and they do not do anything together. Taking into consideration the internal issues, we decided that right now they do not fulfill any type of obligations and they are not ready to operate as a Member.

**SG:** It is also a question, whether they can at all register as a separate legal entity. The Council accepted in the past, but now, it might be for the whole Network safer for ELSA Russia to re-establish themselves, making sure they have statutes, establish Local Groups and operate separately from St. Petersburg.

**Chair:** I'm opening the speakers list, we are talking about ELSA Russia.

*Chair opens the speakers list.*

**ELSA Belgium:** Yes, thank you. I think our Board is very much in favour, considering we are one of the countries that have a problem with ELSA Russia. Our previous Board was supposed to go on a Study Visit last year and they have been unable to get back their money one year now. ELSA Turkey is all in the same situation.

**ELSA Ukraine:** I was just wandering why the ELSA international doesn't do anything with this situation

**SG:** I am their Coach, but it has not been settled. Every member of their Board is of a different opinion on what is going on and it is very difficult to communicate.

**ELSA Italy:** I just wanted to give you the ground about all these difficulties of the situation in ELSA Russia. Actually they don't want to expand in territory especially. I was in contact with the president of ELSA International last year. Because our university wanted to cooperate with the international conference and where was the possibility of creating a new local group in Russia. But ELSA Russia just blocked this opportunity.

**Chair:** We have finished the fifth National Group, so I am passing the floor to ELSA International to summarise the discussion.

**WB:** Thank you for your input, we understand, we will bring these proposals to ICM. Final question regarding network management?

*The Workshop is in favour of bringing to the ICM the changes to the Regulations and the Proposals for demotion.*

**Chair:** I'm opening the speakers list.

*Chair opens the speakers' list.*

**ELSA Ukraine:** During last year's IPM we were also discussing some groups, including ELSA Montenegro, so I am wondering what is happening with them.

**WB:** It was on the highway of being demoted, but people appeared. Currently, the situation is working so-so. These new people have been established as the Board and they have also paid their debt. Under our current statutes, if they have paid, we cannot do anything.

**ELSA Spain:** Another point to consider is EDF debt. This is something that significantly burdens groups and brings the debt to the numbers of 3000 or 6000.

**WB:** Yes, definitely, the EDF penalty is something that increases significantly debt to EI, but remember that this penalty can be something that is removed when you fill in the basic documents. The only thing we demand is filling in the survey and report, and everything will be removed. The debt is usually so big because they did not submit necessary documents to justify it.

**SG:** Treasurers also extensively discussed this, so they might bring a proposal to the next ICM.

**ELSA Spain:** We totally agree with the penalty but we were also talking about the fact we shouldn't be punished because of the previous board.

**ELSA Greece:** Do you think a more engaging approach would be in favour of a country which is inactive, rather than following a procedure which is very passive.

**SG:** Very nice question, I think we can do something about that. Again there should be help from the HR - because of the transition, also of all the information. We would like to make sure that transition always happens and there we need you guys.

**WB:** Just to mention that IB and ELSA International is not on this battlefield alone and while sometimes it is a lack of initiative, other times we are simply unable. We want to foster mutual cooperation between IB and other National Groups. We know there is such close cooperation between Czech and Slovak Republic, Greece and Cyprus, SWAG countries. This is also a priority for the IB - not solve everything, but encourage and support countries who want to help each other.

**ELSA Ukraine:** I don't think this stand should be pointed by the EI. Because in ELSA Ukraine we had 14 local groups and now we have just 6. I think that if people don't do anything and really don't want to be part of the network, we shouldn't push them for it. Because we have some positivity about the situation that there were many issues with one local group that the people here once wanted to do something and next year not. But there were some people who liked the idea of ELSA so they established the statutes and now are much stronger than before.

**ELSA the Netherlands:** I was wondering, because the IB and Network has noticed issues with some groups - have you noticed a trend? Could we face a tendency of more of these situations or are we only dealing with certain specific countries.

**WB:** It depends. I would not say that we have a trend, but I can also not say that we should not be concerned. This is why we are pushing for this HR strategy - because we have signals and we don't have a major crisis only due to strong structures. If we reach a situation where there is no more treatment, we may have a situation of countries struggling, groups disappearing, and decreasing numbers of members. Trying to tackle the major issues is the HR strategy - not only treating fires, but implementing strategies. Currently there is no trend.

**SG:** We also have terms of one year, which sometimes results in very motivated officers at one point and less motivated at another - people will be struggling and needing more tools to keep the whole group going. We don't have a solution at the moment - it is difficult, because of just the way ELSA functions.

**ELSA The Netherlands:** We are perceiving the issue as a bottom-up, but maybe it is a problem of what a National Board entails - people not being interested in what the international network offers.

**WB:** The definitely issue is not with the management. We should just teach people how to reach people. We need to deal with the proper channel of communication where we can discuss the main issues. What we can do after we can take the problems and deal with them together and help each other. That is why we are talking about how to teach officers because it is the most important thing of the structure.

*Chair closes the speakers list.*

*Chair closes the Workshop at 13:01.*

16:00 – 17:30

## **Destination: Strong & efficient Network (Group 2)**

Participants' list:

|                               |                             |
|-------------------------------|-----------------------------|
| Weronika Banska (WB)          | International Board of ELSA |
| Sina Gertsch (SG)             | International Board of ELSA |
| Francisco Arga e Lima (Chair) | ELSA Portugal               |
| Lucija Tacer (Secretary)      | ELSA Slovenia               |
| Tova Lindqvist (Secretary)    | ELSA Sweden                 |
| Julian Kessler                | ELSA Austria                |
| Samira Safarova               | ELSA Azerbaijan             |
| Sabina Cahangirli             | ELSA Azerbaijan             |
| Canelle Roseau                | ELSA France                 |
| Ausra Abraityte               | ELSA Lithuania              |
| Julia Bones                   | ELSA Norway                 |
| Andrine Holte                 | ELSA Norway                 |
| Bruno Cruz                    | ELSA Portugal               |
| Iza Senčar                    | ELSA Slovenia               |
| Emelie Djerf                  | ELSA Sweden                 |
| Basil Schaller                | ELSA Switzerland            |
| Yuri van Steenwijk            | ELSA Switzerland            |
| Cemre Ecem Eren               | ELSA Turkey                 |
| Arsal Rehber                  | ELSA Turkey                 |
| Defne Polat                   | ELSA Turkey                 |
| Daniel Parkin                 | ELSA United Kingdom         |
| Amanda Muntz                  | ELSA United Kingdom         |

*Chair opens the workshop at 16:02.*

*ELSA International, WB and SG presents on Network management - Membership.*

**ELSA Turkey:** I think this is a wonderful addition to the Statues and Standing Orders, the problem we have now is lack of understanding what ELSA is about and how it functions on an international level. The Observers who turn to Members become invisible and get lost from the Network. We have 44 NGs, but some are inactive. Having this would be more and more beneficial to see if this Member or Member candidate is sufficient enough that a National Group should handle.

**ELSA Switzerland:** I have a question about subsection c: “attain legal personality within the state it operates”. Do they have to be a legal entity in their country? Switzerland probably has the best premise for this. Looking into this legal framework might be a good idea when you’re struggling with some legal stuff in your country..

**WB:** It means exactly that according to current phrasing. For the membership we will demand from every NG who wants to be a Member to be categorised as a legal entity. According to which law is going to be secondary, because we all have different public administration and different regulations. However we want confirmation that the organisation exists from a legal perspective.

**ELSA Switzerland:** Can we then leave out the last words and finish it at “legal personality”?

**SG:** We would have to discuss it with our Dutch lawyer, but it’s fine from our side.

**WB:** From our perspective, it’s important from where the NG de facto operates. Regarding legal matters, if we have some issues and there are possibilities to solve it by changing the law without

affecting the major activities, then of course from our side as an executive board, it's okay. But we need to check if it's okay according to the Dutch law.

*SG continues the presentation - direct Membership applications and demotion.*

**ELSA Switzerland:** I really like the changes so far, I just realised what if they sign a payment agreement and still do not pay? Then we still have an issue. Could we have a clause for this as well?

**SG:** What would you propose, specifically?

**ELSA Switzerland:** Hard to say just like that, but change to a subsection a.

**WB:** Think about this and I can comment why it is problematic and hard to deal with. Payment agreement is like a contract, in case of the breach, the natural legal reaction is court proceeding. In internal regulations we do not have enforcement to pay so the only thing we have is no voting rights if you did not meet obligations. Right now the reaction would only be suing based on not fulfilling the contract. In practice it is impossible to organise with costs, different jurisdictions and so on. I will bring it up later that payment agreement is a tool for the country but if it does not follow then we are slightly in an odd situation.

**ELSA Switzerland:** I agree that exactly, I just thought of this, in that case it's better and easier to demote them and just not have them as a member, not pursue legal steps. My proposals, please help me with the wording, just like after "has not signed a- etc". *Proposes:* "OR is in breach of..."

**ELSA Lithuania:** I think that if we can consider the failure to fulfil obligation is the same as failing to fulfil the agreement.

**ELSA Switzerland:** Of course that would be not fulfilling, financial obligation, but it says "AND". If you have signed, you have not fulfilled. Problem in wording. I think that will be, in a court case, problematic to have it like that.

*SG presents changes on Termination.*

*No discussion.*

**WB:** That was about the proposals for the statutory changes for the ICM. To improve procedures by rearranging Network management. We will take these amendment changes into consideration. But we understand by your feedback right now that you feel very much okay with proceeding with all four proposals. If anyone is strongly against it, please speak now. Otherwise, we will take it as approval.

Second part of the workshop, it's quite painful for us to talk about, but we decided to take this responsibility. About the countries to demote. We would like to present to you our candidates to demote. Why? Of course we have our reasons, we will present to you together with all of the requirements and everything, but please feel free to ask as many questions as possible if you have any doubts. This is our point of view, but of course you may add your input as well. Even if you say yes, we won't demote them tomorrow, it is the decision of the Council so we still have time for consideration.

Firstly, ELSA Belarus. They've been fully present on the ICM Lviv 2018 for the last time. Then appearance on the Opening Plenary in Opatija but that's it. There has been no communication

since the 2018/19 term. We found one contact last year, a girl who was supposed to be their President but there was no response. We were even using other channels than usually e.g, searching social media platforms operating in Belarus. There is not only no communication with IB but also no signs of events, internal or external. That's why we're proposing demotion..

**ELSA Switzerland:** Thank you, I have a general question. When do you decide to demote them? From the next ICM?

**WB:** It will be voted on the next ICM.

**ELSA Switzerland:** If I understood correctly that they also didn't sign the payment agreement?

**WB:** There is no sign of their existence so no, they did not.

**WB:** ELSA Bosnia and Herzegovina. Slightly different situation. We're supposed to have their representative here, unfortunately they couldn't make it. I've been chosen to present the situation of Bosnia as I'm their coach. This National Group for us equals to Zlatko Hadzic currently. He is a part of EIT and works with Louis on national and local MCCs. He's also the only person in Bosnia that is interested in something more and else than the local level. Of course according to official records, they're been present during the Opening Plenary on the last ICM, but only this one person. It's crucial for understanding the situation, we are in constant contact with him, tried to contact the rest of the board, but they prefer to keep things local and at their own universities. So their last proper ICM attendance was in Baku because of the fact that Bosnia and Herzegovina decided to apply for ICM host once again but they have been rejected by the Council. There was only one representative during the plenary and they received voting rights only thanks to signing the payment agreement. Currently the internal issues are impossible to solve. First we have huge legal issues and their roots are pretty deep because we're talking about ICM Sarajevo 2017. The Organising Committee struggled a lot and did not fulfil its duties. They are indebted for thousands of euros, you can imagine the amounts knowing that services providers haven't been paid. The bank account is frozen. Because of this situation the previous board disappeared and did not take responsibility so according to law the newly elected board will take the responsibility. No one wants to do this as the next board will be personally liable and they will have to liquidate it. The plan was then to re-establish the association and avoid paying the debt. The situation in Bosnia is such that there are not online services in the judicial system and they need written permission from the ministries. Everything is frozen and due to COVID they are not able to proceed with formalities. Moreover there is no support from local officers. Pushed for making an internal non-official board to deal with changes, but they aren't interested. Of course they can't have new elections because it cannot be conducted online. I talked with Zlatko about the demotion and he's in favour of this. They firstly need to deal with issues internally, under supervision and help from the International Board. Need to bring the National Board back to life. The Local Groups are active at the end! But right now the level of struggles on the national level and no motivation to run and to take over unable their full commitment

**ELSA Switzerland:** One question, why are you proposing demotion and not expulsion? I think it would be much better to expel them and let them be a new association. If we demote them and they stay observers, that doesn't help their issues, doesn't help us. If they have to reapply as observers with the new conditions for observation, that would give us more security that it would work in the future. I just don't see how a demotion in such a case would be enough.

**WB:** Demotion because firstly we have Local Groups which are operating and working there. The status of NB is as it is, but there is a chance that the other people will enter the stage and there is

a chance that they will go and re-establish the legal entity. The massive work has been done. The main issue is that the court does not want to allow the registration due to COVID. They did a lot of stuff, events are happening and we want to give them a chance. If nothing changes next year we will talk about the termination of their Observership.

**ELSA Switzerland:** I understand your reasoning somewhat, I'm not convinced it's actually helpful. I appreciate Zlatko and his work, it's not like I don't want them to be a member. From a legal perspective it's probably easier, also given their debts towards ELSA, which I don't think they will be able to pay anytime soon. To have a full reset which might actually help ELSA Bosnia and Herzegovina. Of course I'm not a specialist in their law whatsoever, but yeah... maybe should be taken into consideration or discussed with Zlatko.

**SG:** ELSA Cyprus is next. Their last participation at ICM was during the 74th ICM Opatija 2018. Last time they had voting rights. They do have a debt of 631.04 euros. Big, big issues that we were able to see in Cyprus are legality issues. They don't have a legal personality. The people who act as the National Board aren't sure, don't have Statutes and don't know if they ever had them. Although they did submit some documents when they applied. A lot of uncertainty. Lack of motivation to do something. Lucky, this year we have Nikos as their coach, he can speak Greek with them and help them with new Statutes and with submitting them. But the communication is difficult and scarce. In general, a huge lack of ELSA know-how, they don't know what they are doing, don't know what ELSA does. It has also become a practice that people appointed to the National Board have political links. They are not elected but simply appointed by someone. There is no activity of the group and are not collaborating with other ELSA groups as they had in the past. There is no motivation to move along and become a legal entity.

**ELSA Switzerland:** Same question as before. Why demotion, not expulsion. No legal entity and no Statutes. They don't exist anyway. Why list someone that legally speaking doesn't exist? Need to have a full reset and restart, always difficult to expel someone, nobody wants to lose members... but in certain cases I don't see another possibility to be honest.

**SG:** I do understand your argument. The reasoning is that if we expel them it may be a complete blow to motivation of individuals who are interested in doing something. We have been in contact with ELSA Turkey that there are people in the north part of the country who are interested in ELSA activities. We want to give them a last chance without expulsion. If they do not become a legal entity they will have to re-establish themselves. With Observership they can have ELSA logos, and projects and opportunities, but they would know that they need to act.

**WB:** Thanks to Nikos work, pushing for change, they did make a draft of new Statutes. So they are supposed to pretty soon submit this. It will take time to receive an answer, taking into consideration the COVID situation in Cyprus. We also discussed with ELSA Turkey and ELSA Greece, people are contacting them, many people coming from Greece but studying in Cyprus... the biggest issue is, how the executives aren't motivated - but some others are motivated, have help from professors to create this structure and to make it real.

**ELSA Switzerland:** I understand wanting to give them the opportunity. But they don't exist because there is no association existing at the moment. There is no one that can use the logo. If there are people at the bottom it may be easier for them to dissolve and then establish a new one from the beginning without the involvement of the current National Group.

**ELSA Turkey:** First, thank you to the IB for their attention to this topic. Lots of people try to communicate with us on that issue, wanting to be part of ELSA Cyprus but because of inactivity



they cannot. They have no activity, ELSA Switzerland is completely right. In our Statutes there is article 5.7.e. basically there is no ELSA Cyprus right now, they don't have a legal personality. Demotion is not an option right now. Maybe another member application, but there isn't anything like expulsion or such right now, because it ended.

**ELSA United Kingdom:** Did they lose their legal personality or never had it? Specific part of the Statutes is only when they lose it. Having the most options is always the best position to be in. What is going to be the best way to help Cyprus while also protecting ELSA? If we continue to engage with them there is a lot more opportunity.

**ELSA Switzerland:** Just an additional question. Aren't we talking about another thing then technically? We are talking about what we want to recommend. It is not relevant if they had it or not. We do not want automatic expulsion but want to recommend expulsion.

**WB:** Just clarification, ELSA Switzerland, from your side, by recommending expulsion, do you think we should do that instead of demotion?

**ELSA Switzerland:** No.

**ELSA Turkey:** Again, you were talking about the people who might lose their attention, but they have no intention to be part of Cyprus. They simply aren't existing here. Why I'm in favour of immediate termination, if the National Group is applying to be a member, it needs to have a legal entity, it should have had that to be a member, and then I think they lost this legal personality, but I'm not sure...

**SG:** So it is not necessarily true that they had legal personality when applying to membership because the Council has had situations where they have approved groups without it. We can demote them on the basis that they have not fulfilled their financial obligations or expel them for that reason and they have not done that for 4 ICMs. It is up to the Network, we think it may be better to demote them so we can still help them and lead them through this difficult time. But at the end it is a Council decision and you recommend expulsion then we will take it into consideration for the next ICM.

**ELSA Turkey:** Please correct me if I'm wrong. I don't think I understand. You're saying that ELSA Cyprus may not have a legal entity at the beginning, so we can't say that they lost the clause there. In that case, it may not be a necessity way back when they were founded to have a legal personality, right?

**WB:** Right now we discussed whether they need to have a legal personality however the ultimate power is the Council's decision and if they approved them - maybe they said they are in the process of obtaining it - they *are* members. We have the case of ELSA Belarus with no legal personality, because it is not possible to register and in Russia where ELSA is registered only to St. Petersburg. Because of these unclear things it is tough to state and since the Council can go for a decision which is not fully legitimate according to our legislation.

**ELSA Turkey:** So, it is clear that they may not have, but if they had... better to just check it, if they are already terminated or if we can expel, demote, etc. As the Council decides, if it is possible for us to decide against what is written in the DB.

**ELSA Switzerland:** I have 2 things. Small remark is if it would be good that the National Groups need to prove their legal entity and my second point is that separate from the discussion of

demotion. If it is purely a matter of legal entity Swiss law is liberal, we can have ELSA Cyprus registered as a Swiss association in a few days. It can be done and even before the weekend.

**SG:** There is already a clause in our regulations that they are supposed to have proved that they are a legal entity, but sometimes the Council ignores that or accepts it anyway even if they don't have status as a legal entity.

**ELSA Switzerland:** To reinforce what ELSA Switzerland said. If the Council accepts this, we in ELSA Switzerland will be happy to help any association that has problems establishing a legal entity. Feel free to refer issues to us.

**ELSA Portugal:** I understand the position of ELSA Switzerland and ELSA Turkey, because of the complete lack of Statutes and internal structure. That for me is a serious matter. But this is a process and expulsion is the last step. From a pragmatic point of view, we just lose control of the people that are there. If we demote, IB can control and help them. Even if they are not a legal entity, it is easier to help them simply by demoting.

**ELSA Turkey:** I will be summarising the situation on the island and why ELSA Turkey is involved. There are Turkish and Greek people living on the island and now they are separated on the southern and northern side. The point we are trying to make, having a legal entity on the island is making it impossible to be a member of the association from the other side of the island. Because association law in Turkish and Greek law only allows those people to be members. Insisting the legal entity situation may be unfair considering the situation of the island. We could let this clause go in this case as they have probably at the Council when it was started. Insisting on the legal entity will not help. I am not sure what you think of this situation. I tried to contact ELSA Cyprus and the main thing is that both sides are having the same problem.

**Chair:** Just a small remark since our time is advancing, I will close the speakers list after the next interventions. KISS so we can advance please.

**ELSA Switzerland:** I'm aware that this is a difficult situation that I'm not informed about at all. Please excuse me. Can the local groups be a part of ELSA Turkey, same thing for ELSA Greece?

**ELSA Turkey:** Main problem is that it will create a political crisis that no one wants and so it is not an option.

**SG:** ELSA Latvia is my coaching group this year. They were last present at the 75th ICM Baku Spring 2019. Debt since 19/20, 6k euros mostly because of EDF punishment if you don't fill in the report. Wouldn't be that high naturally. Issue with Latvia is scare communication, it's only via Facebook, and there have been indications that they are doing something in the country, but not sure how connected it is with ELSA. Not sure what these events entail. There are people interested in participating in events, there is an issue with getting these people to run for positions in the National Board. We have a country that might be still active on national level, maybe, maybe not, but is inactive on international level and is struggling with human resources.

**WB:** ELSA Russia - the situation is that it is better with communication. Carlos is their coach and is trying to educate them. Since Baku there is no sign of them on ICM. They only joined for 1 year of activity on the international level. They are debtors due to lag of reporting. ELSA Russia is not country based but when it was established it was a Local Group with the potential to be national and it was one centre in St. Petersburg. Since then we got information about the new Local Group in Moscow and they have internal struggles. So we have a group of people who are in charge and

they do not expand within the country (we have legal issues). However the legal issues are not the only thing. We are struggling with project management, because they are doing things out of nowhere. This is the well-known dispute with ELSA Turkey and this is not the only country that was harmed. Since this specific group of people and we have signals that other cities are willing to have this in their country we want to go for demotion and help them solve their issues. This is why we have decided that taking into consideration recent events we want to give this proposal to you.

**ELSA Switzerland:** Could you clarify the Russia - Turkey situation insofar as it is relevant.

**WB:** So ELSA Russia decided to organise a study visit (but not following the study visit format) to St. Petersburg. It had an official registration and participants were obliged to pay and then Covid happened and of course they tried to postpone it but unsuccessfully and participants asked for reimbursements. The main issue is here because they still have not reimbursed participants and we still do not know what happened with this money. Sometimes they say that the money is with services and sometimes in their account. ELSA Turkey and Belgium are currently involved.

**Chair:** KISS please, the WS is coming to a close.

**ELSA Turkey:** I would like to give the floor to whoever would like to speak, and then I can give the perspective of ELSA Turkey.

**Chair:** List is open, but nobody is on it.

**ELSA Turkey:** As WB summarised and I would like to thank ELSA International for their attention. ELSA Turkey transferred money to Russia. It is natural that it was cancelled and we were supposed to get reimbursed by July 2020. The money is 840 euros which is 4x minimum wage in Turkey, a lot of money, and as ELSA Turkey we are trying to get this money back. The President of ELSA Russia is always postponing deadlines and we are losing our trust and we will address the issue to Council - the damages for groups and ELSA itself (5.8.c of Statutes).

**ELSA Turkey:** I actually want to give some details about what ELSA Turkey was mentioning. We tried so many ways to create possible channels to communicate with them but like, we had a location problem, they stated they are not in St Petersburg and then we saw they changed their profile pictures and are actually there? Our VP STEP tried to communicate in Russian, nothing happened. It was quite hard to deal with.

**ELSA Turkey:** We are not in favour of demoting or expelling ELSA Russia. The only problem that we have is that we are having considerable harm to ELSA Turkey. We want it to be solved and if not we do not want to extend damage to others.

**ELSA Austria:** What I wanted to say also applies to some other cases, I prefer keeping them close and not expelling National Groups. And this applies to also some of the previous countries that we are discussing, but also Russia. Anyways I would also like to suggest it, does it make sense to have a position in EIT that can just focus on reintegrating the boards. I saw how Nikos worked and went to visit Cyprus. Maybe having a person who only focuses on reintegration.

**ELSA Switzerland:** One last point regarding demotion. I want to think about waiving their debt, especially in the cases of re-establishment. If that is not high enough to cripple the International Board but also let them start from the beginning.

**ELSA United Kingdom:** I completely agree with ELSA Switzerland. Long term, having a group that is rehabilitated, you probably gain more if you waive that debt. Having a debt bondage that makes them give up is not very useful to anyone.

**WB:** To summarise you are in favour of proceeding with the demotion regarding countries which were mentioned. Please express if you have objections. This discussion is not completely ended if you want to develop other ideas we can discuss further during ICM. We will prepare proposals that will be presented one by one like any other. We still have time when we can address everything that's necessary.

*Chair closes the workshop at 17:32.*

18:00 - 19:00

## Summary

Participants' list:

|                               |                             |
|-------------------------------|-----------------------------|
| Weronika Bańska (WB)          | International Board of ELSA |
| Francisco Arga e Lima (Chair) | ELSA Portugal               |
| Lucija Tacer (Secretary)      | ELSA Slovenia               |
| Tova Lindqvist (Secretary)    | ELSA Sweden                 |
| Julian Kessler                | ELSA Austria                |
| Samira Safarova               | ELSA Azerbaijan             |
| Sabina Cahangirli             | ELSA Azerbaijan             |
| Yordan Kyurkchivski           | ELSA Belgium                |
| Valentin Badert               | ELSA Belgium                |
| Kateřina Nováková             | ELSA Czech Republic         |
| Jakub Sýkora                  | ELSA Czech Republic         |
| Adéla Chloupková              | ELSA Czech Republic         |
| Nea Nurmela                   | ELSA Finland                |
| Mikko Laitinen                | ELSA Finland                |
| Emma Kuusela-Opas             | ELSA Finland                |
| Canelle Roseau                | ELSA France                 |
| Ana Koiava                    | ELSA Georgia                |
| Elene Ghudushauri             | ELSA Georgia                |
| Lenard Moller                 | ELSA Germany                |
| Sophie Wilson                 | ELSA Germany                |
| Jonah Blumenberg              | ELSA Germany                |
| Georgios Palamidis            | ELSA Greece                 |
| Pavlos Klagkos                | ELSA Greece                 |
| Vincenzo Lo Bue               | ELSA Italy                  |
| Aušra Abraitytė               | ELSA Lithuania              |
| Dagnė Kemežytė                | ELSA Lithuania              |
| Lena Anna Kuklinska           | ELSA Netherlands            |
| Andrine Holte                 | ELSA Norway                 |
| Dominika Wojarska             | ELSA Poland                 |
| Bruno Cruz                    | ELSA Portugal               |
| Tony Marinescu                | ELSA Romania                |
| Ainoa Ordonez                 | ELSA Spain                  |

Emelie Djerf  
Basil Schaller  
Yuri van Steenwijk  
Cemre Ecem Eren  
Arsal Rehber  
Defne Polat  
Sofiya Kalyandruk  
Vladyslav Makarov  
Daniel Parkin

ELSA Sweden  
ELSA Switzerland  
ELSA Switzerland  
ELSA Turkey  
ELSA Turkey  
ELSA Turkey  
ELSA Ukraine  
ELSA Ukraine  
ELSA United Kingdom

*Chair opens the workshop at 18:00.*

**WB:** I will briefly sum up the discussion about the topics that are not controversial, when both groups expressed the same opinion, and then we will go on to the topics where we had slight differences in order to give you space to discuss and exchange opinions with others in the other group. In the end, we will make the final recommendation about how to proceed.

Regarding projects - removing ILRG from IB jurisdiction we all agree that we can proceed with the proposal to remove this and rather support national and local initiative. Agreement also about moot court renaming and things that must be taken into account while rebranding. But you are in general in favour of choosing the new name.

Regarding network management - you all agreed on proceeding with proposals regarding Demotion, Termination, Membership, Observership, in some proposals to consider some amendments in order to cover all possible situations that may happen. It was also pretty clear for all of you.

In the case of a demotion, the situation is less obvious, but in general you are all in favour to proceed in dealing with this issue with the disclaimer that we will look for solutions also from the practical point of view and make a final decision at ICM.

Those points were uncontested. One which created some kind of differences between group 1 and 2 is Study Visits. You all agree that Study Visits are the main responsibility of Local and National Groups. Supervision of the project itself, the IB is supposed to be responsible for this. The difference is about the Study Visit Portal. The majority of group 1 said to leave the portal and improve it and find a solution to make it work since officers are not aware of it and the solutions are not developed enough in order to cancel it (Facebook group is not enough, since not everyone has it). So first we should update it and see if we can fix this somehow and then decide on removal. In contrast to group 2, who agree unanimously, that Study Visits Portal is something to delete because it's not used and National and Local Groups are dealing with the personal relations and contacts, that's enough. That's why we, together with Ilke, ask you and open the discussion. If you have something to say about this and want to exchange ideas and opinions, please feel free. At the end of the discussion or workshop, we will ask for the final recommendation. Majority will decide, as usual. Because this is part of the responsibilities mentioned in the regulations, so if we want to develop, we have to be sure what you recommend and suggest.

*Chair opens speakers list.*

**ELSA Germany:** In our group we discussed that the Facebook group and the portals have different reasons, because FB has close contact between people and the portal is an opportunity

to showcase what we have to offer (for officers who want to see what is available). If you were organising a study event, you cannot show a partner a Facebook group with officers.

**ELSA Czech Republic:** I understand the impulse to delete the portfolio, but just because it's not working right now doesn't mean we can't improve it in the future. It can be useful in the future. If we can get back to that. We believe more in the improvement than in deleting it right now.

**ELSA Belgium:** I think that one argument in group 1 was that saying it is not working when the website is broken for 3 year is a conclusion which is too fast, because we need to see if it is working after we have put effort into it. Then we can evaluate how it is working. We cannot know if it works or not now.

**ELSA Greece:** Our Local Groups recognise that sometimes they don't have the chance to have many contacts to contact other ELSA groups and do things together. The portal is important for them, of course the National Group can help, but maybe they can't do it next year? I believe that the Study Visit Portal should stay and make some efforts to improve it.

**ELSA Switzerland:** I get that you are hesitant to delete it, but for me it is addressing the wrong issue. For me it is about the involvement of IB in stuff like this and its responsibility (which includes running this website). If we agree that the IB should be less involved we should have less stuff like this. I have organised Study Visits to places where I do not know anyone and it is not hard to reach out to the groups even if you do not know anyone. I think the FB group is enough to help facilitate. I do not know why the IB should be involved in this if there are easier ways to do this.

**ELSA Belgium:** In our group we largely discussed IB involvement. Should not get into controlling role overstayed visits, the website should be the only thing. Consensus among us that it would not be too hard to manage such a website because the portfolio would not change, groups don't change, locations don't change, minor fixes and changes sometimes during the year, we discussed possibility of a fixed period, two weeks every wear when they can change it, wouldn't email IB all the time.

**ELSA Lithuania:** What is the cost of maintenance of this portal or the costs of updating it?

**IY:** In terms of time and effort? To be honest in terms of money I do not know.

**WB:** If it is structured like now it is part of our general agreement so it is included in the fixed amount of money we pay (in total 220 EUR to maintain this - it is the current scope). We have to be prepared if we want to improve quality and so the costs might increase but it is hard to estimate how much. And the final cost is based on the amount of time they spend working on this.

**ELSA Italy:** I agree with the fact that we should focus on how to implement before we remove it, we have to give something to the investment, and at least we tried something. Talking about potential concrete steps on how to do that, spread the responsibility between national and international boards, because I understand that IB can't take all this workload alone. National and local boards are also most involved. A solution, maybe a fixed period where we can focus on study visits. We only talk about it in workshops, but no concreteness, no promotions, like SELS, WELS, and stuff like that. Only talk in theory, a concrete step can be finding a specific time to work and focus on them and to implement the study visit portal with specific information. I agree with Germany, important for partners but also for everyone to see our cultural exchange. We used to

show the website of ELSA and different portfolios and stuff, we wanted to show the cultural experience and this is a perfect example of cultural exchange.

**WB:** From our perspective we expressed our opinion clearly that it will be just another year when we want to try. We can fix IT issues but then it is up to the local and national groups to promote this and take into consideration that there is no timeline and so it is an internal decision and that is why for us it is a matter of experience after trying there has been nothing. In our opinion this process of trying is too long. Be aware that right now you will finish your terms so your successors will be doing this. So if you want to proceed with this it will be a knowledge transfer effort to let the next officers know about it. Our position did not change, but we will follow your recommendation.

**ELSA Germany:** Updating the website sounds like a lot more work than it ends up being, doing properly once but the amount of Local Groups we have doesn't change every day, don't need to do every day. Properly once. It's going to be some work, but the amount of work we have to do once to have a really good result long term is something we are willing to get behind and help create.

**IY:** I completely understand that if I was in your shoes I would also want to try. But we have been discussing the efficiency of this portal since its establishment and other workshops and even when the portal was functioning well it was not the main platform. Not every nation sends the information about it. Only half of the network is here and the question is if you want IB involvement in this or not. If you insist on the portal then we will answer to your needs. But we believe that it would not change anything in the future.

**ELSA the Netherlands:** I'm changing my mind constantly. I understand the argument of the IB and also ELSA Germany, but we are discussing two matters. Whether to keep the portal and whether to keep IB involved. How much would it be to just update it once a year or even less frequently, as I understood during the WS, IB can get info on all the things they aren't involved in which is pointless. I understand why IB doesn't want to have this information. The portal is not the main thing for the officers, some think it's crucial. Some think it's important to be kept. Maybe we should keep it even though it isn't a primary source, but keep IB as uninvolved as possible, just update once or twice a year.

**ELSA Italy:** I would like to raise a new point because it is a matter of principle. I personally believe that for the Study Visit we need a platform if we think the function of this is for local boards to meet each other. With our boards we decided that we wanted to update the website and going through the website we found out about other cities. That is the meaning of the portal to discover other Local Groups in our network. It is hard, but let's have at least one update.

**ELSA Czech Republic:** Agree, also regarding what Ilke said. I remember when we were thinking about what to do with Study Visits and discussed if it should be moved into the area of STEP, and then it was cut off and nothing happened. Then we had a problem but no solution. So now if we have a deadline to push other National Groups and locals to prepare the content for the portfolio and start it somehow, it can work. But we need to start to do something with it.

**ELSA Belgium:** I agree and I wanted to comment on something that it would only be another year of trying. If we are honest in previous years we did not try, we said we would, nothing happened in the last year and it has not changed for the whole year. I think giving a bit more time and putting the effort into trying. We have not tried to improve it and it would be too fast.

**ELSA the Netherlands:** Keeping the portal can also be beneficial for simple marketing for externals. During the pandemic there is a trend in marketing towards websites, not everything is going on in social media, people really value a website. If we update it we are seeing another possibility for our members. Just going and seeing that there are other locals, if it was it sends a good message that we are also doing this and this and this. Good marketing trick to keep.

**ELSA Lithuania:** I think we are talking about using Facebook or direct messages and we are still managing and organising study visits there. We are using different tools because we do not have an available portal where we can put information about our national groups.

**WB:** As I said we will at the end make a recommendation from you, but firstly regarding removing obligations from the regulation, we are talking mostly about study visit agreements and portals. Two of them, mostly. If we agree that agreements are supposed to be proven, but then we will see the outcome of the portal, my question is: if we are talking about leaving the study visit portal as it is and working on improvements, therefore do you believe that it must be mentioned in the regulations? Right now it's written that "IB should collect and compile info, make available..." If we want to follow the recommendation that study portal stays, can we leave it as part of the regulations? Study visits will not disappear from the network and IB is there to support the network with projects. If it's not going to be time consuming on a daily basis, just if we leave it without the specific phrase in the regulations and just have it as a general thing that the IB has and someone will do it. EIT, IB, whoever is going to be responsible, can even be the IT department. Doesn't demand specific knowledge, just needs to know where to put the information. Thumbs up to have it in the regulations and thumbs down if not.

*Voting happens.*

**WB:** Majority wants to leave it as a part of the regulations explicitly mentioned. Final recommendation, do you want to leave the study visits portal explicitly mentioned in the regulations or you want to remove it completely?

*Workshop recommends leaving the responsibility.*

**WB:** Majority says that we are leaving the study visit portal. The recommendation has been made. Not going to be included in the changes proposed in the ICM.

*Workshop recommends leaving the study visit portal.*

**ELSA Germany:** Quick question. Are we going to be voting on everything else that we discussed? Or are we taking the discussion from the workshop.

**WB:** We are taking the agreement from the workshop.

**ELSA Turkey:** Can we learn the attitude of the first group towards the expulsion, demotion and those matters? Specifically on Cyprus and Russia.

**WB:** First group, no significant discussion on Cyprus. Then we had a longer discussion on the topic of Russia, just to see how to proceed because in that case the situation is actually more complicated. Many different reasons. Based on this in the first group the discussion was mainly how to make sure that we will solve all of the issues and the challenges that arose.

*Chair closes the workshop at 18:48.*



Friday, 12<sup>th</sup> February 2021

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10:00 – 12:00

## New beginnings - Professional Development a'la ELSA (Group 2)

Participants' list:

|                               |                             |
|-------------------------------|-----------------------------|
| Weronika Bańska (WB)          | International Board of ELSA |
| Maja Rajić (MR)               | International Board of ELSA |
| Francesco Bondi (FB)          | International Board of ELSA |
| Francisco Arga e Lima (Chair) | ELSA Portugal               |
| Danny Krumov (Secretary)      | ELSA Belgium                |
| Tova Lindqvist (Secretary)    | ELSA Sweden                 |
| Julian Kessler                | ELSA Austria                |
| Samira Safarova               | ELSA Azerbaijan             |
| Sabina Cahangirli             | ELSA Azerbaijan             |
| Ausra Abraityte               | ELSA Lithuania              |
| Dagne Kemezyte                | ELSA Lithuania              |
| Julia Bones                   | ELSA Norway                 |
| Andrine Holte                 | ELSA Norway                 |
| Emelie Djerf                  | ELSA Sweden                 |
| Basil Schaller                | ELSA Switzerland            |
| Suzan Candan                  | ELSA Switzerland            |
| Yuri van Steenwijk            | ELSA Switzerland            |
| Arsal Rehber                  | ELSA Turkey                 |
| Defne Polat                   | ELSA Turkey                 |
| Daniel Parkin                 | ELSA United Kingdom         |
| Freya Hawken                  | ELSA United Kingdom         |

*Chair opens the workshop at 10:05.*

*Presentation by IB, MR, WB and FB.*

**ELSA Turkey:** First of all, thank you - this is a wonderful change. STEP was always something of a seasonal worker and now it is brought to a new level. The methodology that you introduced is wonderful, because back then it was very hard to find STEP officers. You are bringing all the interesting things from the areas to the newly developed area, so thank you for this.

**WB:** We know that this is a change and we are perfectly aware that it will take some time to implement. That's why we have a separate WS. If we want to change something, we can, the clue is to find the proper solution. We have to talk about diversity and the different countries and systems and their solutions. From our perspective it's happening already. On the other side it can be a perfect start to introduce changes within the structure. What we are trying to do right now is to use as much as we can the circumstances which we have, the time is perfect. Plusses and minuses - minus is a small confusion in the beginning.

**MR:** Some risks that we are willing to take that will pay off in the longer run. Putting practices into theory. Things that are already existing, just finding them a fitting name. Proceeding with something that is already a reality.

**ELSA Sweden:** First of all, I saw this coming as a part of the EIT. I just wanted to say it is a really good way to define the work description of PD without taking away from the other areas. We have the issue of not knowing how to divide the tasks and by defining PD as a separate area, you could help a lot Local and National Officers in knowing the difference.

**ELSA Portugal:** We agree. Our board agrees, especially with our particular situation. Having traineeships providers is not always easy, and if the STEP area is just the STEP project, it affects the efficiency and what the area does. This is something that STEP already does by themselves, CV, job fairs, etc, and now it will motivate them beyond the STEP project. We welcome this greatly. Problems in our local groups with who does what. So yes, thank you.

**ELSA Turkey:** In addition to everything mentioned, also when you are approaching the Traineeship provider it's giving them visibility. With the new approach, you would be bringing those people a lot more - career fairs and many more projects. It would be both beneficial for STEP and for the provider and bringing money, giving Traineeship providers are currently reluctant to pay. The change is wonderful and it is harmless - the name change and logo change of STEP does not alter the brand, but changing the whole pillar of PD may have a positive influence. You are grounding it really.

**FB:** Thank you for the feedback. Especially about the finances, good point. We had a joint STEP and FM WS, part of the issue is that when you're trying to sell STEP and get money for it - all you can give is STEP. Which you kind of do for free anyway? That's what we've been doing on the international level, offering these international aspects and professional development aspects.

**WB:** My presidents know that external relations strategies are my favourite this year and it falls under this perfectly. With our partners, when we talk to these people, professional development is one of the most important aspects. Projects, if we want this engagement, not only to promote but also engage them, show their faces and create this direct connection with students and officers can give us equal opportunities. You can have academic opportunities, but also be professionally oriented, etc, etc. Even approaching educational partners is easier, they are super interested in PD. It's new, it's different. It sounds appealing to them, they can post it on LinkedIn. Everyone is happy, MKT is happy, numbers are high.

**MR:** Our budget is also higher.

*Presentation by IB. MR, WB and FB present STEP renaming.*

**ELSA Turkey:** I think it's a good idea to have a different and more understandable name that has "traineeships". The problem with STEP was abbreviating it, *ELSA Traineeships* should be in the logo. The previous logo was only there because it included *step.elsa.org*. Having it there might make the website visible, but as we don't know the purpose for it, we don't know why it's there. In my opinion it should be *ELSA Traineeships*, the shorter version, the reason being: let's not abbreviate it. I think it can work that way, better than STEP did.

**ELSA Switzerland:** I really don't think it is necessary to rename. I don't think it is the biggest issue. I think we need to better explain communication and marketing. I think the abbreviation is quite good. It has its own history. I really don't care if a Local calls it Student Traineeship - as long

as they know what it stands for, it is fine. I would work more on trying to explain it better, rather than rebranding.

**ELSA United Kingdom:** I slightly disagree, first and foremost I think that if the whole point is that if you have to explain the name and clear up misunderstanding - then the issue is in the name. We have had this problem when reaching out to externals. In the UK, there is something called STEP which is doing trainee programmes. So people look this up to find ELSA and find this other STEP, and end up doing traineeships with them. STEP name is taken by people who have bigger marketing budgets and such. Our ELSA STEP is on the bottom of the google search first page. If you change the name, you won't have this problem with clarity. It also helps with the problem with all our abbreviations. The fewer abbreviations the better.

**ELSA Turkey:** The other problem that we have in our hand is that we have been talking about since 2016 in every ICM and every meeting. We say the brand does not mean anything and I know a huge deal of people, who have engaged with ELSA just because of this programme. But externals do not know that. The new name and brand catches the eye. Having a historical logo makes sense, but it is not strong enough.

**ELSA Belgium:** I kind of agree with what ELSA Switzerland said about the brand. I know we've been discussing the rebranding of STEP for a long time. But wasn't the *ELSA Traineeships* brand discounted at ICM Online? And if it was, why was it brought here again as the same proposal? For me personally, I think STEP has a lot of deficiencies, but we can change a lot of things: brand, colour coding, how it should be done, etc. But it has something special about it, and *ELSA Traineeships* is very bland if you look at what we have at the moment.

**FB:** In terms of discussions at ICM, it was quite a good discussion, we did not discount it. We are talking about the brand more. I think people were in favour of potentially rebranding it and that is why we brought it. I think for Marketing, we have been working on it - descriptions, logos. As ELSA Turkey said, there is a larger problem - lack of understanding. We're doing much more, but if there is a larger problem that is blocking us, we have an issue. I agree with the history, there might be confusion in the beginning, but in the end we will have more benefits - it will become clear.

**WB:** Also, the project is purely for our members. They are changing every year. If we bring something new, I think it might result in one of the best cycles, because people have no idea that it's been something before. It will sound fresh and new. I agree with the Marketing Materials - it is the discussion every year, how to deal with the funeral vibes. Marketeers are trying and I hope this year it was more colourful and less depressing. But you cannot squeeze this lemon more. We took everything out of it and we cannot do more. The way actually to check is changing something that has not been changed so far - the name and something more general. We also understand some may get the abbreviations, but this is not the major opinion.

**MR:** On that note, with liking abbreviations. I personally like STEP as an area and a project, but something that is close to our heart and that we are familiar with - doesn't mean it's necessarily good for the wider audience. Someone who isn't familiar with what we're doing, new law students - provide them with something that is clearer. Now we have Google Ad Grant, we can target them directly. So what keywords can we put there? "Traineeships", etc, clear words that are saying what it is. Nobody will type "STEP" "exchange program" etc. So even Ad Grant won't help us there. We are in an ELSA bubble, and everything we understand right now - we are trying to discuss the future of the association. And even the fact that we are discussing this right now is important,

because it involves the entire association. In the past, this was the cash cow and what made people into members. Now that we have this, let's use it to its full potential.

**ELSA Switzerland:** Just to start to clarify, this is my personal opinion - I was a bit misunderstood before. I think renaming would not solve the issues we have. It may or may not help. I think it would rather hurt than assist. I am all for rebranding, but I think the main issue is of communications - towards Local Boards. I know many Local Boards that don't know what STEP is or how it works. If you tell them and explain to them, the numbers change and they change fast. I think this is the main issue to tackle. I am not sure how to do it the best. But if we rename, I think we rely too much on it and kind of ignore the other aspects.

**ELSA Turkey:** I think ELSA Switzerland's idea is wonderful. Doing a training for officers on what STEP is. And then the members can see and understand what STEP is. Changing the colours, branding, etc. Problem is, we change it every year. Changing the colours, images, etc, doesn't change anything. People still have problems. But the underlying problem can be the understanding and knowledge. After we handle the issue at hand: *ELSA Traineeships*, *ELSA Traineeships Programme*, rebranding, etc - we should stick with a sustainable and useful brand and stick to it. When changing it every year it's hard to keep up what the brand is and what it's working for.

**ELSA Portugal:** If the problem is understanding the project, the name change won't solve the issue, but it will be a first stepping stone. You have to explain to partners STEP, while *ELSA Traineeships* is much more self-evident. Name does not solve the issue, but it certainly helps - especially with Local Officers, Members and partners. STEP is not an easy concept, but we need to put ourselves in the shoes of externals.

**FB:** Thank you for all this good feedback. Just to clarify, I agree that there are some underlying issues, that's a given. With the name change, I think it's one of the biggest issues. That doesn't mean we aren't aware of the other issues. We've been discussing it a lot, how to work with local boards, how to make transition more clear, etc. I will focus on these other issues as well, just not on the communication with the name.

**WB:** Thank you all for the discussions and feedback. I will ask you for recommendations about the changes.

Professional Development. Changing the name, developing the new Key Area. Includes removing STEP as a key area.

*Unanimously positive.*

Do you want us to proceed with STEP rebranding? Name and consequently logo, full market package.

*Unanimous positive.*

*ELSA Traineeships Programme or ELSA Traineeship?*

*4 - 5.*

*Chair closes the Workshop at 11:23.*

14:30 – 16:30

## **New beginnings - Professional Development a'la ELSA (Group 1)**

Participants' list:

|                                 |                             |
|---------------------------------|-----------------------------|
| Weronika Banska (WB)            | International Board of ELSA |
| Maja Rajic (MR)                 | International Board of ELSA |
| Francesco Bondi (FB)            | International Board of ELSA |
| Jakub Bogucki (Chair)           | ELSA Poland                 |
| Kateřina Nováková (Secretary)   | ELSA Czech Republic         |
| Adéla Chloupková (Secretary)    | ELSA Czech Republic         |
| Yordan Kyurkchiyski (Secretary) | ELSA Belgium                |
| Valentin Badert                 | ELSA Belgium                |
| Jakub Sýkora                    | ELSA Czech Republic         |
| Mikko Laitinen                  | ELSA Finland                |
| Emma Kuusela-Opas               | ELSA Finland                |
| Nea Nurmela                     | ELSA Finland                |
| Ana Koiava                      | ELSA Georgia                |
| Elene Ghudushauri               | ELSA Georgia                |
| Lenard Möller                   | ELSA Germany                |
| Sophie Wilson                   | ELSA Germany                |
| Jonah Blumenberg                | ELSA Germany                |
| Pavlos Klagkos                  | ELSA Greece                 |
| Vincenzo Lo Bue                 | ELSA Italy                  |
| Giulia Montanino                | ELSA Italy                  |
| Alexander van Thiel             | ELSA the Netherlands        |
| Lena Anna Kuklińska             | ELSA the Netherlands        |
| Dominika Wojarska               | ELSA Poland                 |
| Tony Marinescu                  | ELSA Romania                |
| Bianca Tanasă                   | ELSA Romania                |
| Alexandra Stoica                | ELSA Romania                |
| Ainoa Ordóñez                   | ELSA Spain                  |
| Sofiya Kalyandruk               | ELSA Ukraine                |
| Vladyslav Makarov               | ELSA Ukraine                |

*Chair opens the workshop at 14:32.*

**Chair:** I'm officially opening the workshop at 14:32 and I'm passing the floor to EI.

*WB, FB and MR present about Professional Development.*

**Chair:** I'm opening the speakers list.

*Chair opens the speakers' list.*

**ELSA Romania:** I would like that Romania is very in favour of this change. STEP is the most desired area in our country, but we offer a lot of professional development. We were already doing what you proposed and it worked very well.

**MR:** This is a very good point, because it shows that it is already an existing practice in some countries and we are just putting in on paper. It is also evident from your country that with such a reform, STEP can bring in a lot of money into the Association.

**FB:** STEP packages worked in the past, but the problem was that many partners did not see the worth. So what we have been doing is Professional Development packages - bringing in more than STEP.

**WB:** Also super helpful for general partners.

**ELSA the Netherlands:** I had a discussion with our STEP officers about this and we were really enthusiastic about that. The most important thing for us now to make the process with potential partners much easier. I think it is very important to change that. There are some misunderstandings about what the STEP represents. For now we are really for this idea.

**ELSA Poland:** We are also really enthusiastic about this idea. This is how STEP looks in Poland. One year ago we looked at how to make it more project-oriented and this is a great opportunity to have the same regulation on the International level. And this is the step that STEP needs.

**ELSA Finland:** I am very happy and excited about this proposition, especially that it is not about expanding ELSA's projects, but it is about creating more efficiency, structure and organisation. Also as it was brought up, it will look so much better for future members who want to step into the boards. It is also greater cooperation with external partners. CV and Motivation Workshops are something STEP already does, but it is not acknowledged.

**Chair:** So for now I think we can go on. And I am passing the floor to ELSA International

*Chair closes the speakers list.*

*WB, MR, FB present about The STEP Programme.*

**Chair:** I'm opening the speakers list.

*Chair opens the speakers' list.*

**ELSA Finland:** So are we now supposed to give our opinions on the two different names?

**FB:** So the first point is changing the name and the the second point is if we change that to ELSA traineeship or ELSA traineeship programme.

**ELSA Czech Republic:** How do you see the process of changing the name, because I cannot imagine it happening from one to another? Maybe we should prepare people at least for 1 year, because we need to change regulations at both national and local level.

**WB:** Of course we are not going to change anything in the middle of the cycle. But we would like to change that now and have it for the new cycle. Do we think if it destroys something? - Absolutely not. Because the people are already aware about what that means. Of course we will give you all these materials what the change means. But you should know that we are not changing the meaning of STEP, we want to change just the name. And of course we will prepare everything that is necessary for changing the name.

**FB:** If we get a clear mandate from the Network, I will start working from now. If we do it right and make things clear, I do think it would acquire a lot of work, but it is still better.

**MR:** If I understand correctly, you are afraid that we will change that in the middle of the cycle. We will finish this cycle and start the new one correctly.

**ELSA the Netherlands:** Every marketer would be thankful for this change. The name was a big problem. All the problems that the IB mentioned - I don't think it would be too problematic. We already market STEP as "ELSA traineeships" informally. In the beginning I thought that it is better to state "ELSA Traineeship Programme", because otherwise they might think these are Traineeships which we are offering.

**ELSA Finland:** I totally agree with Lena. Because like just covering too many bases and making you too complicated, but there is the risk that when you see it compared with programme and no program so just ELSA Traineeships or somehow that we are like the ones directly providing them but when it's programmed it maybe makes it a bit more origin that it will just the one organising them.

**ELSA Poland:** In ELSA we have a really weird hobby to put ELSA in all of our projects. With STEP and those proposed names, it should attract other people. But students do not know what ELSA is and they might be confused. Kicking ELSA from EMC2 made it more visible. Brand is important, but more important is the clarity about the project idea. This is why I would propose to remove ELSA from the name.

**WB:** So you mean transforming it to "Legal traineeships".

**ELSA Poland:** Yes.

**FB:** I understand your point, but a legal traineeship programme might be misleading. Not all CoE traineeships are strictly legal. Also adding ELSA results in people knowing it is ours, rather than just another random programme on the internet.

**MR:** We had a little discussion about the name of the website.

**ELSA Poland:** It could be good or bad as with ELSA Day - we will see.

**ELSA the Netherlands:** I see your point Jakub, also I see IB point, but I think we should keep that. I don't think it should be a big problem about the new brand because for example we still discuss rebranding in the Netherlands.

**ELSA the Netherlands:** I have maybe two small technical remarks. My issue with including the "programme" in the name is that we would call it "ETP" and that would result in the same issue as "STEP". This is why I would go for "ELSA Traineeships". Also in terms of putting "ELSA" in front, I think it is good for the brand and also might add specificity.

**FB:** we like very much any agreement about acronyms. This morning as well we have so many acronyms and offers but new numbers. I think the acronym is a good idea.

**ELSA the Netherlands:** I am happy to hear that the IB agrees on that, but I still do think Local Boards may approach it as "ETP", because they would consider it would look wrong on posters. From practical considerations, they might call it "ETP" - this is what I mean.

**ELSA the Netherlands:** Are there possibilities that you would think about other names? Because if we see issues of this option. And I agree with Alex that ETP could happen. Are you going to consider other names or are we going to discuss it again or do you think there are just these two options.

**WB:** From our side, we would like to propose those proposals (after discussions with the network and Marketing). In our minds after balancing the interests, the creativity stops here.

**FB:** After discussions, there also seems to be consensus after either of these options. This is why we would rather stick with these.

*Chair closes the speakers' list.*

**Chair:** I don't see any other comment so I am passing the floor to ELSA International.

*WB, MR, FB talk about recommendations.*

**WB:** We would like to ask you for recommendations. The first one is if you want us to proceed with the Proposals for introducing a new Key Area of Professional Development, removing STEP as an Area and introducing the new officer name.

*The Workshop recommends introducing the Key Area of Professional Development.*

**WB:** Secondly are you in favour of changing the name.

*The Workshop recommends changing the name.*

**WB:** And lastly between those two names, which is more appealing or more proper - ELSA Traineeship Programme or ELSA Traineeships.

*The workshop recommends changing the name to "ELSA Traineeships"*

**Chair:** I'm officially closing the workshop at 15:41

*Chair closes the Workshop at 15:41.*

12:00 – 13:00

## **The Value of Support (Group 2)**

Participants' list:

Weronika Bańska (WB)  
Nikos Fifis (NF)  
Sina Gertsch (SG)  
Francisco Arga e Lima (Chair)  
Danny Krumov (Secretary)  
Tova Lindqvist (Secretary)  
Samira Safarova

International Board of ELSA  
International Board of ELSA  
International Board of ELSA  
ELSA Portugal  
ELSA Belgium  
ELSA Sweden  
ELSA Azerbaijan



|                   |                     |
|-------------------|---------------------|
| Sabina Cahangirli | ELSA Azerbaijan     |
| Ausra Abraityte   | ELSA Lithuania      |
| Dagne Kemezyte    | ELSA Lithuania      |
| Julia Bones       | ELSA Norway         |
| Andrine Holte     | ELSA Norway         |
| Bruno Cruz        | ELSA Portugal       |
| Iza Senčar        | ELSA Slovenia       |
| Emelie Djerf      | ELSA Sweden         |
| Basil Schaller    | ELSA Switzerland    |
| Suzan Candan      | ELSA Switzerland    |
| Cemre Ecem        | ELSA Turkey         |
| Arsal Rehber      | ELSA Turkey         |
| Defne Polat       | ELSA Turkey         |
| Daniel Parkin     | ELSA United Kingdom |
| Freya Hawken      | ELSA United Kingdom |

*Chair opens the workshop at 12:03.*

*IB giving a presentation. WB, SG and NF.*

**ELSA Switzerland:** First of all, thanks for bringing this up. I'm a big fan of the idea in general. As stated in previous meetings as well. I think this is a good way to handle this. First of all I would think it's important to have a clear list of responsibilities for such, especially for the main officers in those departments. Just from a responsibility standpoint and an accountability standpoint. To make the differences from responsibilities from IB and EIT clear, so it's also easier for the council if something goes wrong. Who was responsible for what. On the other hand, there should be a list of competences. Defined in which areas they competence to decide by themselves, what are they able to decide without always having to get approval from IB. Notwithstanding that I'm still of the opinion that IB has to have the general accountability and responsibility for the EIT.

**ELSA Portugal:** We mostly agree with what ELSA Switzerland said. But even though we agree that responsibilities should be clearly defined, having a very strict list might diminish the flexibility of the jobs. The clear responsibilities should not be as specific and concise as they can be, but rather have broader terms of what the job entails. Otherwise the IB would not be able to adapt the positions to their needs.

**WB:** In that sense what we can do actually is to of course make the list of responsibilities - these are the main points. But it also develops the plan for the activities, action plan together with the respective IB member. So you know that you will be responsible for this and this, however if there is something unexpected then together with the responsible IB member you have the chance to develop. We have a specification, but we don't lose flexibility.

**ELSA Turkey:** As ELSA Portugal and ELSA Switzerland stated, it is a good idea to have the positions fixed, but I have a suggestion - is it possible to have a transitional period from one HR officer to another. As we change the IB, there is a transitional period and we are getting an idea of what the predecessors want to do. I think there should be continuity for the EIT positions too. To create a rather sustainable and continuous idea in these areas, is it possible to have a transition for these officers.

**WB:** Yes, for us the transition within the EIT is something obvious. Of course we want to push for this as much as we can, and to make it clear, one of the responsibilities as a general one. Not related to the content, but as a general responsibility for the officer: you are obliged to deliver the transition to the next officer who will take over at the end of your term.

**ELSA Switzerland:** Another point. Even though I think it is a good idea, we have to be careful not to overload these positions - it is an EIT, not another IB. We also have to be careful to ensure that we have willing people and that they are not overworked - having enough people and carefully dividing these positions. I also think that these positions need to be appointed by IB and not elected, but with the possibility of the Council to remove them if necessary. If they have competences, I think the Council should be able to step in, should that be necessary at some point.

**SG:** The difficulty is that if we gave the IB right to appoint it, how can we let the council remove them? The relevant IB member is still responsible for their actions, so the council would have to take the responsibility - go after the IB member rather than the EIT member. But we will have to look into how we practically can do it, and it depends on the competences we give these officers. We will have to look into it and see what we come up with.

**ELSA Turkey:** I have a question - as in Turkey, we do not have any HR or PR officers. I am assuming you have considered having a VP for PR or HR? Why not proceed with them and concentrate on EIT again.

**WB:** Yes, indeed. We didn't talk of VP PR, at least for now, but we did discuss an option of a VP HR. What we noticed is that the huge pro is that it's one big responsibility, so it's good to have someone who is dedicated to these tasks and goals towards the board and network. A minus is that we were right now slightly afraid of the situation that we will add new positions to the board and firstly, at least for now, the clash of responsibility between IM/SecGen and HR. Similar situation is currently between AA and MCC. They found their way, workshops run by two people etc. But we also have MCCers in the network, because we do have them. With HR officers, it's not that developed. So we were slightly afraid of the fact that simply these people, in practise, because they don't have their own officers, it will be SecGen and VP who are assistants to them, but dealing with a comprehensive part. There is a solution to consider in the future and to develop, but we see that the network is on the way and we are going forward with this, to take care of HR. The officers are appearing in the network. When we have a significant number of officers in the network, we can proceed. Poland, Romania are examples where every local group has 1-3 HR officers. Taking into consideration the entire network, we're not there. VP HR is one of the first ideas to consider if we are talking about the next steps of changes, but first strategy and proper structure. Because now we are lacking structure. We don't need a VP when there is no structure to run. That's our balance of interest and different values.

**ELSA Portugal:** Why these concrete two departments? I think that there are also other important areas - positions that repeat themselves throughout multiple terms - Assistant for ELSA Delegations, Assistant for JHJMCC. Why these and not others?

**WB:** Firstly, because we decided to focus, we divided the administration: *governance and administration* and *projects*. Firstly we want to introduce changes in areas which are overarching, which refer to existence to our association per se. Regarding projects we are still on our way to change things. As you can see, we want to remove something, and there are waiting lists for things to be evaluated and for discussions to continue. How do we divide responsibilities between people that already exist in IB? For us it's the first thing to do, the general administration. It's pretty stable, going to be always here. Pressing issues, huge issues, very important for the whole association are here.

**SG:** I think it is important to see that Key Areas function in cycles - you will always have delegations going to certain organisations. Without even trying, there are established positions. There is nothing that is new there right now. But when you are talking about the governance positions within the IB, you do not have that yet, because we constantly try to evolve and strategise. Things change and it is much harder to establish these repeating positions. This is why we are trying to establish these positions now. Something that has not been there before, but should have.

**ELSA Portugal:** Just to follow up on what was said. That was precisely my point. These two areas, departments, are too defined right now. And that's why you are suggesting these proposals. But there are positions, like delegations etc, those *are* defined. Wouldn't it make sense that they are consistently used, and mention them in the regulations? Why mention those that aren't so defined, and putting responsibilities on them? Others have existed for years and they have defined responsibilities.

**WB:** The last part of the workshop refers to your question. We are starting from these positions, but we wanted to ask you which positions you think are a must. We have very different perspectives on this question. The changes introduced are only for this ICM, but if you want us to consider something additional and develop something more, this is the moment for us to give you your recommendations.

**ELSA Switzerland:** I think it is a really good idea to start with HR and PR because they are not as defined. It gives us an opportunity to see if something works and how it works. Then we can have the knowledge to further regulate other positions. But this has to be an area discussion, not plenary discussion. We also have to be careful to not have too many set positions. We should be careful not to overregulate.

**ELSA Belgium:** What I wanted to say is something that ELSA Portugal said and what ELSA Switzerland continued. It's good to start from HR because it's not clearly defined. What I have found from previous ICMs is that it's not something for a year, but something that continues every year and works as a cycle. I resonate with what ELSA Switzerland said. Being careful not to overregulate, because you need them to survive but the IB may need flexibility in the future and it's good to have this evolving structure of the EIT as well.

**WB:** We understand by this that you are in favour, unanimously, of proceeding with these proposals. You may expect that ICM is going to be full of structures! Proposal workshops the entire day. We will discuss this, not only during the ICM - where we need concrete solutions and proposals - but we need to discuss and push these recommendations further. We're happy, because for us - and for you - this is a step forward and we're going to change it.

*Chair closes the Workshop at 12:53.*

16:30 – 17:30

## **The Value of Support (Group 1)**

Participants' list:

Weronika Banska (WB)  
Sina Gertsch (SG)

International Board of ELSA  
International Board of ELSA

|                                 |                             |
|---------------------------------|-----------------------------|
| Nikos Fifis (NF)                | International Board of ELSA |
| Jakub Bogucki (Chair)           | ELSA Poland                 |
| Kateřina Nováková (Secretary)   | ELSA Czech Republic         |
| Adéla Chloupková (Secretary)    | ELSA Czech Republic         |
| Yordan Kyurkchiyski (Secretary) | ELSA Belgium                |
| Valentin Badert                 | ELSA Belgium                |
| Jakub Sýkora                    | ELSA Czech Republic         |
| Mikko Laitinen                  | ELSA Finland                |
| Emma Kuusela-Opas               | ELSA Finland                |
| Nea Nurmela                     | ELSA Finland                |
| Ana Koiava                      | ELSA Georgia                |
| Elene Ghudushauri               | ELSA Georgia                |
| Lenard Möller                   | ELSA Germany                |
| Sophie Wilson                   | ELSA Germany                |
| Jonah Blumenberg                | ELSA Germany                |
| Pavlos Klagkos                  | ELSA Greece                 |
| Giulia Montanino                | ELSA Italy                  |
| Lena Anna Kuklińska             | ELSA the Netherlands        |
| Dominika Wojarska               | ELSA Poland                 |
| Tony Marinescu                  | ELSA Romania                |
| Bianca Tanasă                   | ELSA Romania                |
| Alexandra Stoica                | ELSA Romania                |
| Ainoa Ordóñez                   | ELSA Spain                  |
| Sofiya Kalyandruk               | ELSA Ukraine                |
| Vladyslav Makarov               | ELSA Ukraine                |

*Chair opens the workshop at 15:48.*

**Chair:** I'm officially opening the workshop at 15:48 and I'm passing the floor to EI.

*WB, SG and NF present about the ELSA International Team.*

**Chair:** I'm opening the speakers list.

*Chair opens the speakers' list.*

**ELSA the Netherlands:** First of all, I wanted to say that it is a really wonderful idea. I think the flexibility being taken away may be positive. I also have two questions: 1) whether for the HR Department, one person in the team would be a sort of ombudsman as discussed in Day 1. And 2) whether this idea would be implemented for other areas too and maybe for Marketing especially beyond strategy or for the Key Areas.

**SG:** We need to add position as we discussed in the diversity and inclusion WS on Wednesday but it is important to remember that certain individuals have concerns.

**WB:** As I mentioned, for us, it is just the beginning. If we see the need for other structured positions - yes. But we are also trying to use the circumstances to take advantage. We see that with these two departments, there is a possibility to introduce them harmlessly. We need support immediately in those areas, as our existence is based on this. The floor is also open for other suggestions.

**ELSA Romania:** First of all the HR - in Romania we actually have HR area organised by VP for human resources and to give you another fun fact regarding to the previous workshop, STEP is being the most wanted Area for our members and HR is the second one because we have the strong pillars of recruitments and training and we have people who are focused only in just these things and that is why we have such a motivated network. And about the PR side I can talk about this as a marketer, I always say that I want a PR specialist person by my side because I as a marketer we can't focus on all these things. Like a marketer you have to specialise in design resource strategizing, copirating. And if you have a PR specialist he can find some new which you can promote and it automatically busts your perspective.

I will write this - Adéla

**ELSA Finland:** First of all, I think it is a very good idea to have these mandatory departments and those are the areas best to start with. From IM, I don't think we focus enough on HR, only if the Secretary General does it. Also the fixed position would allow officers to plan their future in ELSA, because currently you may not be sure what the positions will be next year. This will bring continuity and transparency into the IT.

**ELSA the Netherlands:** I think it is a good idea to get some more in the formal sense. I would like to ask you to keep in mind that the communication channels from the National to the National board should remain clear side effects of growth. I think that's the only danger I can see in your team.

**ELSA Belgium:** This was already mentioned in the morning, but because of its importance, I would still like to stress it now, that despite the vital aspect of continuity, we should be conscious not to overregulate and still leave some leeway for the International Board to fix the EIT according to their needs.

*Chair closes the speakers' list.*

**WB:** Now we want to hear from you about potential other changes, considering in the end it is also good to remain with a certain amount of discretion.

**Chair:** I'm opening the speakers list. It's time for you to share your ideas.

*Chair opens the speakers' list.*

**ELSA Spain:** I just wanted to say that from our point, we would like to leave some freedom to the IB to choose the positions they want. I would still say that we need an EDF Team and Grants Team, considering the volume of work.

**ELSA Belgium:** Like we have discussed with our board that like on the S&C perspective like the topic of the project that actually never changed and even if IB want some freedom with their team there are some projects that cannot be divided only by the VP for example ELSA delegations and ELSA law schools like these kind of projects which needs directors because it would be really hard to do it on your own.

**ELSA the Netherlands:** I just wanted to say that I agree overall that IB is allowed some freedom, but I still think that we rely on set categories of positions - maybe not specific responsibilities, but general areas. Certain positions are crucial and need to be occupied.

**ELSA Belgium:** I think that the list of all of these positions in the decision book. I think we need more descriptions here than just the name of the position. Because I think that if people will know something about the position before it would be beneficial.

**ELSA the Netherlands:** What I wanted to stress that certain positions are needed and their responsibilities do not necessarily change (or principles of the position). I think we have a great chance to enhance these positions and let the Council have a say in their fixing.

**WB:** I just want to ask Lena if we understand correctly are you in favour of this solution where these people the EIT members would be elected by the council not by the IB?

**ELSA the Netherlands:** No, I think we should just create recurring positions. They would still be appointed by the IB and not Council, but it may clear out certain confusion.

**ELSA Belgium:** Do not kill me, we have an idea that we discuss with our board. What we thought that maybe during the transition should be the next IB that could be the period for opening the call and after that you can have calls about the new EIT so it could start earlier than in the middle of August.

**ELSA Poland:** This is a great system. We used it locally and nationally and the effects were great - the draft in the transition month and the official contest in August.

**ELSA Finland:** Some of the team members are appointed with the previous board. The entire team is ready at the beginning of the term.

**ELSA Germany:** I wanted to make a counter-proposal to what everyone is talking about. The beginning of August is a very stressful time and having an entire team appointed at this time may cause more bad than good. Counter-proposal would be to have the team selected and appointed by the upcoming Board, but working longer than the mandate of the IB (until mid-september). They can give ideas and input for the next IB as well as for the new team.

**Chair:** I will ask if there is a need to reopen the speakers' list. So I don't see any requests so now I am passing the floor to ELSA International.

*Chair closes the speakers' list.*

**WB:** Thank you very much guys for your input. I have noted down everything. We will proceed with preparing proposals and figuring how to structure this out in our regulations. Regarding the other possibilities and introducing these changes about transition and opening the call, we will also sit down and get into this, trying to choose the best version. Seeing there is nothing to say, we would pass the floor back to the Chair to close the workshop.

*Chair closes the workshop at 16:39.*

18:00 – 19:00

## Summary

Participants' list:

|                                 |                             |
|---------------------------------|-----------------------------|
| Weronika Banska (WB)            | International Board of ELSA |
| Jakub Bogucki (Chair)           | ELSA Poland                 |
| Kateřina Nováková (Secretary)   | ELSA Czech Republic         |
| Adéla Chloupková (Secretary)    | ELSA Czech Republic         |
| Yordan Kyurkchiyski (Secretary) | ELSA Belgium                |
| Sabina Cahangirli               | ELSA Azerbaijan             |
| Valentin Badert                 | ELSA Belgium                |
| Jakub Sýkora                    | ELSA Czech Republic         |
| Mikko Laitinen                  | ELSA Finland                |
| Emma Kuusela-Opas               | ELSA Finland                |
| Nea Nurmela                     | ELSA Finland                |
| Canelle Roseau                  | ELSA France                 |
| Lenard Möller                   | ELSA Germany                |
| Sophie Wilson                   | ELSA Germany                |
| Jonah Blumenberg                | ELSA Germany                |
| Pavlos Klagkos                  | ELSA Greece                 |
| Aušra Abraityté                 | ELSA Lithuania              |
| Dagné Kemežytė                  | ELSA Lithuania              |
| Lena Anna Kuklińska             | ELSA the Netherlands        |
| Dominika Wojarska               | ELSA Poland                 |
| Francisco Arga e Lima           | ELSA Portugal               |
| Tony Marinescu                  | ELSA Romania                |
| Alexandra Stoica                | ELSA Romania                |
| Ainoa Ordóñez                   | ELSA Spain                  |
| Tova Lindqvist                  | ELSA Sweden                 |
| Emelie Djerf                    | ELSA Sweden                 |
| Basil Schaller                  | ELSA Switzerland            |
| Suzan Candan                    | ELSA Switzerland            |
| Yuri van Steenwijk              | ELSA Switzerland            |
| Cemre Ecem Eren                 | ELSA Turkey                 |
| Arsal Rehber                    | ELSA Turkey                 |
| Defne Polat                     | ELSA Turkey                 |
| Sofiya Kalyandruk               | ELSA Ukraine                |
| Vladyslav Makarov               | ELSA Ukraine                |
| Daniel Parkin                   | ELSA United Kingdom         |

*Chair opens the workshop at 18:00.*

**Chair:** I'm officially opening the workshop at 18:00: and I'm passing the floor to EI.

**WB:** Mostly we need to summarise the points - all of your recommendations were identical and we do not have any leftovers. You are all on the same page. You want to go for the changes for Professional Development almost unanimously and the same goes for the STEP rebranding. Most important thing about choosing right now is which name we are going to choose. And according to votes, the majority is for ELSA Traineeships, but the topic is not closed, because we are still taking into consideration potential abbreviations and how to avoid that. Also maybe it is not necessary to have ELSA in every name. But in general we are going for a new name and accordingly proposals will be brought to the ICM. With regards to the EIT mandatory positions, we will go for them in HR and PR. We discussed how to structure this properly. You are mostly in favour of clarifying the responsibilities - what is expected from this Group of people, but still leaving some

flexibility for the IB. We still want the IB to have discretion in shaping their needs apart from the catalogue of responsibility. Also you are in favour of appointing people not electing them. Also in Group 1 we discussed how to appoint and find these people in the most efficient way. We discussed opening the call earlier than August in order to have the officers appointed earlier and having them included in the transition of the IB. There was also a solution, currently working in Germany, where the Team Members' term is moved one month, so they are starting in September and finishing in August, which means that the newly appointed Board has time for transition and it has time to know better its responsibility before appointing a new team. This is what we will discuss with IMers and MKTers. We already had some brief talks in the IB. Final discussion is going to happen prior to the ICM. And finally regarding new positions, in Group 2, there was an idea to discuss this in our areas in order to see what is necessary. In Group 1 we had ideas about positions for EDF and Grants Teams, ELSA Delegations and Law Schools. There was also the idea to list fixed positions, which are not changing every year. For us this is the perfect material to work and to develop proposals upon. Thank you for today. We are very glad you would like to proceed. It is our goal to make such changes, so it is definitely a success. From our side that is all. So if there are no questions, we can finalise earlier. If you have anything to add, I would pass the floor back to the Chair.

**Chair:** Okay if you have any questions, clarifications or ideas I am opening the speakers' list

*Chair opens the speakers' list.*

*Chair closes the speakers' list.*

*Chair closes the workshop at 18:10*



Saturday, 13<sup>th</sup> February 2021

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10:00 – 11:30

## AA, MCC, S&C - Together or apart? (Group 1)

Participants' list:

|                                |                             |
|--------------------------------|-----------------------------|
| Weronika Banska (WB)           | International Board of ELSA |
| Maja Rajic (MR)                | International Board of ELSA |
| Louis Bremond (LB)             | International Board of ELSA |
| Ilke Yilmaz (IY)               | International Board of ELSA |
| Jakub Bogucki (Chair)          | ELSA Poland                 |
| Kateřina Nováková (Secretary)  | ELSA Czech Republic         |
| Adéla Chloupková (Secretary)   | ELSA Czech Republic         |
| Yordan Kyurkchyski (Secretary) | ELSA Belgium                |
| Valentin Badert                | ELSA Belgium                |
| Nea Nurmela                    | ELSA Finland                |
| Mikko Laitinen                 | ELSA Finland                |
| Emma Kuusela-Opas              | ELSA Finland                |
| Ana Koiava                     | ELSA Georgia                |
| Lenard Möller                  | ELSA Germany                |
| Sophie Wilson                  | ELSA Germany                |
| Jonah Blumenberg               | ELSA Germany                |
| Georgios Palamidis             | ELSA Greece                 |
| Pavlos Klagkos                 | ELSA Greece                 |
| Maria Angelopoulou             | ELSA Greece                 |
| Lena Anna Kuklińska            | ELSA the Netherlands        |
| Dominika Wojarska              | ELSA Poland                 |
| Tony Marinescu                 | ELSA Romania                |
| Bianca Tanasă                  | ELSA Romania                |
| Alexandra Stoica               | ELSA Romania                |
| Ainoa Ordóñez                  | ELSA Spain                  |
| Sofiya Kalyandruk              | ELSA Ukraine                |
| Vladyslav Makarov              | ELSA Ukraine                |

*Chair opens the workshop at 10:02.*

**Chair:** I'm officially opening the workshop at 10:02 and I'm passing the floor to EI.

*WB, MR and LB present an introduction.*

**WB:** The general conclusion is that there is room for improvement, but because this impacts all of us, we want to brainstorm a bit.

*Participants are divided into Groups.*

*Participants reconvene.*

**Chair:** First idea is putting Delegation under VP for Professional Development. There is no development of the ideas. And there is one objection - Delegations are more in the spirit of what S&C is. I am now opening the speakers' list for any comments.

*Chair opens the speakers list.*

**IY:** I have seen a couple of other similar ideas. I think it can be easily mistaken for something professional development, because it also requires a CV and Motivational Letter when applying, but it is a passive learning process - it is not directly expanding your skills. This is why in my opinion, it falls under S&C.

**ELSA Belgium:** I think also the same as Ilke. ELSA Law Schools also insist on CV and Motivation Letter, but it is not a PD project.

**Chair:** Second idea is remove ELSA day, there are no developments of this idea, but there is one objection that we should keep something in this spirit in place, but we should alter what ELSA Day is as of present.

*Chair opens the speakers' list*

**ELSA Finland:** This was a very random idea, but it has the basis - when we think about the projects we have, I don't know what value ELSA Day has, apart from celebrating our association. People are also confused by it. Officers too. And it also creates another workload for the VP AAs who are responsible for the coordination.

**IY:** We discussed it at ICM Online - whether it is needed or not. I can understand your confusion, because it is connected with the IFP and also the Annual Human Rights Campaign. Maybe next year they can restructure it.

**ELSA Finland:** Maybe it could be like a party on the birthday of ELSA.

**ELSA Belgium:** I think that just a party occasion will dilute the value of what ELSA Day is and I think that we don't just celebrate the association but also the values for what we stand for. So I think it is really important and removing it is a bad idea.

*Chair closes the speakers' list*

**Chair:** The next idea is divide each Key Area into "departments" and describe each of them (tasks, responsibilities etc.), there is development of this idea that this won't be a substantial or structural change. We can divide in our regulations each area into sections, for example AA into: 1. Publications section, 2. Contest section, 3. Workshops section. I think that it would help in getting known on each Key Area and make it clearer. And also one objection more like a question - Will this be respected in practice taking how the division has been handled so far?

*Chair opens the speakers' list.*

**LB:** Departments are nice, but we are already dividing. There is also a big difference between structural change and too much structure. Restructuring will not solve the issue of HR or lack of clarity.

*Chair closes the speakers' list.*

**Chair:** Next idea is to rename ELSA Day. Development of the idea is that we should think of what the ELSA Day is trying to achieve and tailor the name and branding.

*Chair opens the speakers list.*

**ELSA Czech Republic:** I see the purpose of the name as a Day in which ELSA is focusing on what it stands for. This is why I see it as clear.

**ELSA Poland:** I think that people who do not know the ELSA purpose, will be confused.

**ELSA the Netherlands:** I definitely understand that some officers don't know what ELSA Day is for and for what it stands for, so there are some issues about ELSA Day.

*Chair closes the speakers' list.*

**Chair:** Next idea is to just give VP MCC and his/her team more tasks. For example: open moot court workshops and closed moot court workshops (for ELSA people) - e.g. Moot Court Academy, which aim will be to prepare ELSA People to take part in moot court, support to national moot courts, making projects about lawsuits (e.g. International Civil Procedure Academy, Jurisdiction in International Private Law etc.). There is one objection, is this feasible on all levels? E.g. the international one?

*Chair opens the speakers' list.*

**ELSA Belgium:** I don't think on the international level that would work. I think the focus would be expansion of the JHJMCC. But on the national and local level, more tasks can be handled - e.g. by having new projects or organising ENCs or CICs.

**ELSA Italy:** This year I really helped my VP AA, because we do not have a VP MCC and the VP AA is having a hard time. I wanted to support the idea of the Moot Court Academy - something we organised this year in Italy. It is a great idea and we should not take it under the water.

**LB:** I agree with some of the concepts of this. Indeed I think the international level is really complicated due to the fact that you have VPs and others. But firstly it is just a project but it is also a network of community and lots of externals, lots of communication and lots of strategy. So it is complicated but for now we for example work on YouTube channel with videos about for example how to moot and also with the podcasts which should be done during the year.

**MR:** And if I just add the direct comment for the Moot Court Academy is that you can't make a universal moot court academy, we were discussing about that but there were lots of terms which are specific for example even the parties of the moot court can be different. So Moot Court Academy is a really good idea, we want to work on it and we already started to work on it but there is no way to make it that fast.

**LB:** My last point is, the concept of adding more tasks to the VP MCC on the local and national level would not be the problem. The problem would be consistency. We can try to see when the VP MCC has time and then there can be assistance. But if we add for example Legal Writing, it would not really concern the MCC area.

*Chair closes the speakers' list*

**Chair:** The next idea is create an international speakers base for ICE and ELS organisers

*Chair opens the speakers list.*

**IY:** This is actually happening. We kick-started this, together with ELSA Alumni.

*Chair closes the speakers list.*

**Chair:** Next idea is Split ELSA Day and IFP there is no development of this idea and no objections.

*Chair opens the speakers list.*

*Chair closes the speakers list.*

**Chair:** Next idea is to divide the flagships evenly between the VPs. Objection: Will this make sense? Rather, maybe let's find a better distinguisher for the positions?

*Chair opens the speakers list.*

**LB:** The problem is that the amount of time we put into flagships is not the same.

**WB:** There is an issue about what the flagship is and how many of them there should be. So we are still thinking about it

*Chair closes the speakers list.*

**Chair:** Next idea is to give directors for flagships more responsibility. Developing the idea maybe in the spirit of creating permanent departments within the EIT. Objection: Is this feasible external relations speaking?

*Chair opens the speakers list.*

**WB:** This is an idea to be considered. However, I also have to agree with the objection - from an ER perspective, it might be tricky. But if we decide to put some trust in some people, and considering it is not always the most important partner, we can do it for some projects (but not for all - e.g. JHJMCC).

**LB:** Having permanent departments may also be beneficial for transition. It should be brainstormed and can be brought.

*Chair closes the speakers list.*

**Chair:** There should be no mix or exchange of projects between AA and MCC - different groups arrange this differently, e.g. some AAers take care of the EHRMCC and some MCCers of the Negotiation Competition which creates some arrangement difficulties sometimes, poses organisational risks and might inhibit promotional efforts.

*Chair opens the speakers list.*

**LB:** This is something that is a question of enforcement at the local and national level. It depends on how strict we want to be with the people. It is difficult to implement.

*Chair closes the speakers list.*

**Chair:** Next idea is to change the format of the ELSA Day. Developments: in the spirit of the project organise something else (or at least change the name of the project and its branding - take it out of the IFP branding?)

*Chair opens the speakers list.*

**MR:** We discussed this at the ICM and we may continue discussions at the next ICM too.

*Chair closes the speakers list.*

**Chair:** The next idea is that there should be a more logical (obvious) division between AA and S&C. Development is that in the spirit of the project organising something else (or at least change the name of the project and its branding - take it out of the IFP branding?)

**IY:** We are pretty much in favour of this because there is no strict clear criteria. Some events fall within both MCC and AA and we also believe there should be a more clear separation or even rename the areas.

**Chair:** The next idea is to create more handy materials and resources, databases, handbooks, etc.

*Chair opens the speakers list.*

*Chair closes the speakers list.*

**Chair:** The next idea is to develop better communication channels/practices between the international and national levels (for swifter exchange of information, support, etc)

*Chair opens the speakers list.*

**MR:** We discuss communication every year and every person is trying to implement better ways of communication, but this also counts as a personal initiative. There is already a long list of tools. If you have any ideas on how to restructure it - yes, but we already have a lot of tools. Putting more can be counterproductive.

**ELSA the Netherlands:** I agree with you Maja. The comment was more concerned that when organising certain projects, we sometimes need swifter communication. We need support when it is needed and not much later.

**LB:** It is a fair problem. It also concerns resources. We should work on it, but cannot come up with a solution that is an absolute one.

**MR:** Sometimes, when many people work together there is a domino effect - if someone is late, everything is delayed. So it is a bit of a coordination problem.

*Chair closes the speakers list.*

**Chair:** Next question is that MCC is a weird area since he has only one project/event to organise. I suggest creating an area called Academic Competitions that handles both MCCs and other competitions like debating, negotiations. Development of this idea is that this is a great idea, provides better structure. The objection is what do we do with the AA projects that are not "competitions"?

*Chair opens the speakers' list*

**LB:** We have the JHJMCC and the EHRMCC which are both massive. The ENC and CIC are also too big. The person responsible will not be able to handle it. Such a position would not be doable. It is practically 8 Moot Courts.

*Chair closes the speakers' list*

**Chair:** Next idea is to create an area called the Professional Development that incorporates STEP and those AA and S&C projects to do with job skills. Developing question is: Wouldn't this involve everything in AA? Objection: Which ones? That's already the case for the "seminars" that fit into this area + L@W-Events per suggestion of the IB yesterday.

*Chair opens the speakers list.*

*Chair closes the speakers list.*

**Chair:** The next question is Make IFP only to 2 years cycles, development of this idea is 'The topic gets "old" and becomes just a part of the culture of ELSA, entire generations of members might only see one topic during their active time in ELSA and there are also objections'. Why? What do you want to achieve? I think the main problem with the IFP isn't that it's too long because of the sub-topic structure, but that we always seem to be a few years behind what is ACTUALLY a current and exciting topic and another Question - Get rid of IFP?

*Chair opens the speakers list.*

**MR:** This is a constant discussion. 2 years is too short. 3 years is too long. And we go around and around. Also the Council is proposing and deciding, so maybe we should dig in more.

*Chair closes the speakers list.*

**Chair:** Next idea is a strong look into all the individual projects, is it necessary, what does it add to the network. Developing: why is JHJMCC still in the hands of the IB.? It is too big to handle for one person and only goes financially through ELSA. Objection: Making JHJMCC an individual entity might cause the project to separate from ELSA and over time lose its connection all together.

*Chair opens the speakers list.*

**LB:** We should definitely look into why we organise the JHJMCC, I agree. The last part is not relevant for the question. We have around 75 people outside ELSA. There are also rounds organised outside ELSA. If we lose contact with the IB, we lose the JHJMCC. It is also a link to the WTO, but they will always prioritise the JHJMCC if we force them to make a choice.

*Chair closes the speakers list.*

**Chair:** The next question is ‘It would be more rational to move all the competitions to the Academic Competitions so the current VP MCC (renamed into VP for Academic Competitions)’. Development of this idea is ‘This idea will unify all the projects that belong to the same area and have similarities regarding the demanding resources and the idea of an event based on the participants. This will also allow the VP of Academic Activities to focus on more projects with more diverse subjects and structure.’ And there are objections that ‘All the competitions are major events and setting them under one person might put a lot of pressure under this area, yet during a term these events might not be more than one or two.’

*Chair opens the speakers' list*

*Chair closes the speakers' list*

**Chair:** Next idea is that all areas should avoid organising more than one major event per semester (not obligatory) and dedicate the remaining time into smaller and more diversified projects. Developing: For example this will ensure that majors and signature events are well organised and on the meantime smaller events allow the Officer and Board to focus on especially important subjects and ideas, even trying them before adding them to their main plans. Objection: AA has too much - with ENC, CIC, WIC... means you can't have as many competitions & you can't have MCCs ni AA anymore, plus MCCs have to be separated into one during winter and one during summer...

*Chair opens the speakers list.*

*Chair closes the speakers list.*

**Chair:** Because we already talked about these ideas and developments, we would be moving on without discussing further. I would pass the floor back to ELSA International.

**WB:** What we will do right now, we don't want to skip other questions. Simple now we will proceed with the next workshop according to the plan. So when the second group will work on their own ideas then for the summary we will prepare the most important ideas and then we will discuss them during the summary. The main goal for this was to extract the key topics. So this is not the end of this discussion we will definitely have an open call where you can join and we will definitely talk about this during the ICM.

**MR:** We will also discuss these topics during open calls and the next ICM.

**Chair:** I'm officially closing the workshop at 11:33

*Discussion on the Group ideas postponed to the Summary.*

*Chair closes the workshop at 11:33.*

14:30 – 16:00

## AA, MCC and S&C - together or apart? (Group 2)

Participants' list:

|                               |                             |
|-------------------------------|-----------------------------|
| Weronika Banska (WB)          | International Board of ELSA |
| Louis Bremond (LB)            | International Board of ELSA |
| Ilke Yilmaz (IY)              | International Board of ELSA |
| Maja Rajić (MR)               | International Board of ELSA |
| Francisco Arga e Lima (Chair) | ELSA Portugal               |
| Lucija Tacer (Secretary)      | ELSA Slovenia               |
| Tova Lindqvist (Secretary)    | ELSA Sweden                 |
| Julian Kessler                | ELSA Austria                |
| Samira Safarova               | ELSA Azerbaijan             |
| Sabina Cahangirli             | ELSA Azerbaijan             |
| Frederik Vahlgren             | ELSA Denmark                |
| Canelle Roseau                | ELSA France                 |
| Ghazala Nauzeer               | ELSA France                 |
| Aušra Abraitytė               | ELSA Lithuania              |
| Dagnė Kemežytė                | ELSA Lithuania              |
| Julia Bones                   | ELSA Norway                 |
| Andrine Holte                 | ELSA Norway                 |
| Bruno Cruz                    | ELSA Portugal               |
| Nina Blakeway                 | ELSA Portugal               |
| Emelie Djerf                  | ELSA Sweden                 |
| Basil Schaller                | ELSA Switzerland            |
| Suzan Candan                  | ELSA Switzerland            |
| Yuri van Steenwijk            | ELSA Switzerland            |
| Cemre Ecem Eren               | ELSA Turkey                 |
| Arsal Rehber                  | ELSA Turkey                 |
| Defne Polat                   | ELSA Turkey                 |
| Daniel Parkin                 | ELSA United Kingdom         |
| Amanda Muntz                  | ELSA United Kingdom         |
| Freya Hawken                  | ELSA United Kingdom         |

*Chair opens the workshop at 14:32.*

*WB introduces the workshop and brainstorming session (division of responsibilities).*

**Chair:** *reading the ideas from group 1, sheet 1.*

### *1. Putting ELSA Delegations under Professional Development*

**IY:** Agree with the objection, the only similarity between PD and Delegations is that they both require CV and motivation letter, otherwise nothing at all. By participating in delegations, you gain international experience by means as passive learning. But PD is something else. Delegations don't really match with PD, as it's something else.

### *2. Changing the name of VP S&C*



**IY:** Changing the name has been talked about over 8 years in many events and we could not reach a consensus. But I believe it is due to the fact that it includes many different types of events which are also in other areas. We may want to restructure the event and this is where I stand on the renaming of the S&C.

**ELSA Switzerland:** I'd like to say, taking a step back, I don't like the way of arguing "we're doing 2 things, not more..." if we're doing a rebrand then we're doing it. We have a new area name, maybe two, we're rebranding STEP. We shouldn't say that we can "only" rebrand one thing.

**ELSA Switzerland:** I agree with what ELSA Switzerland said, if we rebrand a lot of things it is good to pack it together. But here I do not think rebranding will help for ELSA Day. It would be a discussion for something else.

**ELSA Turkey:** I think the problem right now isn't the branding, but defining what we have in your hands. Right now I think AA and MCC should be well defined.

**Chair:** *reading the ideas from group 1, sheet 2.*

1. *Divide each Key Area into "departments" and describe each of them (tasks, responsibilities etc.)*

**WB:** We can only agree with the statement that sections/departments already exist.

2. *Just give VP MCC and his team more tasks.*

**LB:** First, when it comes to the PD part, Moot Court academy and the development, we are creating videos and such, so these nice features added to the moot court area are being created. Also a podcast. Plenty of features. General situation, which has been tackled before, we need to put a lot of effort into it, not necessarily to the amount of work because fundamentally it's important to see that EHRMCC, and I'm sure that everyone who has seen this monster up close sees that's it's a lot of work, but we have a totality of the areas. The structure at the local and national and international level it's a bit strange, I totally agree. If there is a question it is about what are we doing about the division of work between the areas.

**Chair:** *reading the ideas from group 1, sheet 3.*

1. *Split the responsibilities of organizing the EHRMCC between the VP AA and the VP MCC of the IB (due to it being potentially impossible for the VP MCC to deal with them both, on his/her own) - Give MCCs to the MCCer*

**ELSA Switzerland:** I am not sure when it makes sense to talk about this, Moot courts are something to think about and how to split it. This is an area that could be in PD, because the kind of experience it is for participants. I see a big issue with the different levels of the organizations. Because of the size of JHJ it is different on the international and national level. In general on the international level I can imagine VP of EHRMCC and smaller moot courts for professional areas which could be in the area of renaming the EHRMCC.

**ELSA Turkey:** Actually what I would like to suggest to IB is that instead of only adding to VP MCC, maybe we should rename VP MCC to VP Competitions and put the MCCs to that VP. I think it would be helpful for the national level. The main problem is, people who don't have VP MCC, there is no need for it. But if we create a place like VP Competitions as a position, I think we can manage to find a position in the national levels as well so we can proceed with a functional,

or more tasked VP in the national boards as well, instead of having one person in the national boards for only MCCs.

**ELSA Portugal:** Regarding the idea of ELSA Turkey. In abstract it makes sense to have a VP in charge of Competitions but in practice the JHJ is a global competition and it takes a lot of time from VP MCC and the other one is the EHRMCC which is also a lot. If we expand that to the other events, this is not feasible for one person to deal with all these events. The position should be restructured but not in the way to include every competition, because it is not feasible on the international level.

**ELSA Turkey:** Totally agree with you, because I don't have an idea of workload on EHRMCC or JHJ, right now VP AA is taking care of EHR, ENC and all legal writing projects. Two projects don't necessarily mean that the workload will increase rapidly. A clear division of workload will help ease the workload of AA, which is also in thanks to PD. It will have a clear definition in the national boards as well.

**ELSA Switzerland:** I agree with both generally. We need to see the JHJ separately because of the size. It is my understanding of professional development - it is perfect for the moot courts since they learn skills they will need as a lawyer, so I think it will be good to have competitions in professional development and separately from AA and JHJ separately from the rest of this. This also applies to the national level, where you could have it as professional development dealing with competitions.

**LB:** I will speak a bit about this. To sum up everything that has been said, it's interesting. First of all, also to ELSA Turkey, the amount of work of the JHJ. This is numbers, but: there are approx 10-12 international partners. People with a lot of money, extremely demanding for external relations. 100k in budget. It's moving a bit, but this is just for JHJ inside of ELSA. Not counting the regional rounds, which is approximately 20k per round. 6 of them: 2 in Asia, 2 in Europe and 2 in the US. People not from ELSA who you need to cooperate with. We need to have a different approach, with these professors and such. Final round is quite an important project to organise. Done by IB and EIT. Budget 30k. Taking place in WTO headquarters. 100-150 panelists, 10 teams, etc. Coming from around the world. Globally, this is the basis for the project. It's a lot! Can only be done by a team that is focused on this. The vast majority of my job is the JHJ competition. I take part in everything that the board does, but a lot of my time is spent on that. Yet, and that's why I want a mixed opinion, is that it's possible, if we optimised and approached it differently, we could have a bit more. Not only JHJ, I agree it should be separate, but if we look at it not only as a position of VP but also an EIT. This idea could bring the possibility of this happening and then the consistency and structure of the local, national and IB could change a bit also. Good points that everyone said, and if we take a bit of stuff from everywhere, a solution could be brought.

**MR:** Just keep in mind that EHRMCC was under VP MCC until 2 years ago. It was 3 moot courts less to run, because of the regional rounds. JHJ is a monster, we all know at this point. With some optimisation, maybe it can be done. Processes are very well developed with JHJ, and people are trained to do this, and maybe in the future we could maybe have this under one person.

**LB:** The point is that the question is important for the structure of ELSA. There are a lot of potential solutions. We can find ideas that we can present but don't expect a perfect one. We will have a minus point in every solution. We will work to find something as clear as possible.

**ELSA Switzerland:** It was my understanding, from previous VP MCC, that JHJ is just too much. If you say it's possible I'm more than happy, and it'd be good to get both moot courts together

under one position, especially with support from the EIT or more regulated directors for this. This would be the best case if it's possible from the workload and if you think it's possible. I still think in this situation, the VP MCC would focus on EHR and JHJ. The rest of competitions should go to EIT in that case. But given what you said, I think it's a good point.

**ELSA Portugal:** I agree with ELSA Switzerland. I have one concern, which is that the members responsible for JHJ or EHRMCC need to be on regional rounds. I assume they have to be there. The problem is JHJ has 5 rounds and the EHRMCC has 3 and they happen to be close to each other. How can one IB member be in every regional round? I think that is not feasible. Then I agree with ELSA Switzerland that they should be executed by the IB member but there should be a reinforcement - regulation of director position to help the IB member. As I see both competitions, I do not see them being represented by the same person.

**LB:** I really agree with it, I'm not saying I'm certain. I'm saying we can think about it and we can work on it. The door is not closed, in my opinion. I'm taking into consideration that I'm doing this online. I discussed with the JHJ staff that has worked on it for many years, it's a genuine experience. We have little time now, but we can discuss this. It's a really interesting topic. If it's good for you also, we will try to brainstorm this with the teams. Keep in mind what you said, I understand it's a lot of work. The competitions are a lot of work. But we can have open calls and discussions about this to try to come up with something clearer.

**Chair:** Skipping any more ideas about JHJ, because we had a quite long discussion about this.

**Chair:** *reading the ideas from group 1, sheet 4.*

1. *Create an international speakers base for ICE and ELS organisers*

**IY:** It's actually in the making guys! We kick-started with ELSA alumni. We started it and we will make it by the end of this year.

**ELSA Switzerland:** One question, isn't this focused on cutting down workload, but introducing new ideas with more work is not the point of this, correct?

**WB:** Very fair point. Yes, but we don't perceive databases as a new project. It's just developing a tool that will help the currently existing projects.

**LB:** Investment of time. What I'm doing for the JHJ at the moment, working a bit hard so the next person can work less. It can be worth it in time.

**IY:** We have such a database which is a Study Visits Portal, but it does not include info on institutions and organizations. They are included in the handbook and so I believe it is not necessary to have this information in the portal.

**Chair:** *reading the ideas from group 1, sheet 5.*

1. *Divide the flagships evenly between the VPs.*
2. *Directors for flagships with more responsibility.*

**MR:** Firstly, on this EIT department and everything, we will discuss it a bit more in summary, first group brought it up and we discussed it during the break. We will have more time in the summary. But when it comes to flagships, I've been repeating this now, we have redefined flagships. Apple

has one flagship phone, not 25. We are now discussing deleting ILRG and then maybe removing in total, to sitting down “what is flagship”, what should be the focus, what shouldn’t? If one project is flagship, doesn’t mean the projects don’t require the workload might be the same, but the structure and value is different. ELR is the JHJ of publications. This is our prestigious publication, attracts academics and academic recognition. It’s difficult to compare projects that are very different from the ground basis.

**LB:** There is a difference between a task that you are doing and the content of the project and its “why”. The project, as the Board, that we are fixing. The amount of work needed for a project - we need to make a difference with ones that are corresponding because of tasks and goals.

**WB:** *Explaining how they will compile the ideas and how the summary will work.*

*Chair closes the Workshop at 16:03.*

11:30 – 13:00

## **Always side by side - BEE & IM (Group 1)**

Participants’ list:

|                                 |                             |
|---------------------------------|-----------------------------|
| Weronika Banska (WB)            | International Board of ELSA |
| Sina Gertsch (SG)               | International Board of ELSA |
| Jakub Bogucki (Chair)           | ELSA Poland                 |
| Kateřina Nováková (Secretary)   | ELSA Czech Republic         |
| Adéla Chloupková (Secretary)    | ELSA Czech Republic         |
| Yordan Kyurkchiyski (Secretary) | ELSA Belgium                |
| Valentin Badert                 | ELSA Belgium                |
| Nea Nurmela                     | ELSA Finland                |
| Mikko Laitinen                  | ELSA Finland                |
| Emma Kuusela-Opas               | ELSA Finland                |
| Lenard Möller                   | ELSA Germany                |
| Sophie Wilson                   | ELSA Germany                |
| Jonah Blumenberg                | ELSA Germany                |
| Georgios Palamidis              | ELSA Greece                 |
| Pavlos Klagkos                  | ELSA Greece                 |
| Maria Angelopoulou              | ELSA Greece                 |
| Lena Anna Kuklińska             | ELSA the Netherlands        |
| Dominika Wojarska               | ELSA Poland                 |
| Tony Marinescu                  | ELSA Romania                |
| Bianca Tanasă                   | ELSA Romania                |
| Alexandra Stoica                | ELSA Romania                |
| Ainoa Ordóñez                   | ELSA Spain                  |
| Sofiya Kalyandruk               | ELSA Ukraine                |
| Vladyslav Makarov               | ELSA Ukraine                |

*Chair opens the workshop at 11:39.*

**Chair:** I'm officially opening the workshop at 11:39 and I'm passing the floor to EI.

*WB and SG present about IM and BEE.*

**Chair:** I will now open the speakers' list for ideas for new definitions, responsibilities, etc.

*Chair opens the speakers' list.*

**ELSA Spain:** I just wanted to say that both positions need to cooperate of course, but it also depends on the people. There may not be luck in cooperation. We need to take into account that other areas can also help IM and BEE, and making the definitions very narrow can prevent good collaboration.

**WB:** Yes indeed it was luck and we want to make sure that people who decide to run for it appreciate that this collaboration must work. Because right now it sometimes doesn't work because people simply don't like each other or they are completely different and because it is not an obligation for them to cooperate and sometimes it is more simple to say okay you do you and I will do me. And of course sometimes it is really hard to find a perfect match and of course we sometimes fight but it is exactly one of the goals for this progress to make sure that people who make the decision to run will know from the beginning that their cooperation within the board will be on daily basis even stricter than with others areas, because of course the others areas can help and of course it is normal that people help each other and there is no need to have some regulation for how to be a team. Like I don't want to say it is like co-presidency but regarding management tasks it is, to be honest. The outcome which we want to achieve is that the people who will run for IM, they will know that they will be equally involved and the president will know that there will be this cooperation.

**ELSA Poland:** Firstly, based on what you said, SecGens do not have a specific list of duties. Or they have a small amount of duties. I do not think there is a problem in terms of duties. There are already enough and you are trying to add more. We will try to create some kind of idea of co-president and that may create an issue. In ELSA Poland we have very different duties for SecGen and President. Legal stuff takes out a huge amount of time. This is a big area and if we put more responsibilities, it could not work in National Groups. It would be too much for one person. Maybe on the IB there is a place for a change and for adding more responsibilities, but the next thing is a really individual case. We can have a SecGen who can manage the Board and take on other President duties, but you can also have a person who is narrow minded for Legal stuff, NCMs and Board Meeting. What you are talking about is a huge change and I am not sure it would be beneficial.

**ELSA Ukraine:** First of all I disagree with that statement. I think the IB realises the work of these positions and I think this cooperation can be just beneficial. I don't really see the problem in creating the strong bond between Sec Gen and President.

**ELSA Belgium:** So I kind of have a mixed opinion about this and we discussed it a little bit with our board as well. I have been sympathizing with this for years since I was a local officer and I saw how important SecGen is to the President and how important it is for them to split their tasks and do things together. It has a positive effect on the general association network management and I think it's artificial to strictly separate their staff. On the other hand I agree with Kuba's statement, that we give Sec Gens more things to do. Some National Groups, their SecGens are really overwhelmed, with legal staff, NCMs, organisation of different meetings and it is the fact that not all National Groups have the capacity of EIT on international level. I have only one director. We

have to split our tasks. Moreover I don't see any benefit from regulating it. If people don't like each other, then they don't do that and it doesn't matter, that is regulating.

**ELSA Romania:** I mostly want to back up Sofia. For the president to take up all of the decisions and to manage the Board, I think the SecGen could significantly improve this. I think this also ties in with the changes we decided yesterday - about the HR. I think SecGens organising NCMs is not accurate - it should be a responsibility of the whole Board. Overall, I strongly agree with what Sofia mentioned.

**SG:** I think there are these two sides. From my perspective on the IB, I found it very easy to help Weronika out. I think it is very important to have a second view on the Network. Having two brains working together is really vital and it is much less worrisome to present an idea when you have back-up. We can make our lives so much easier - preparing ICM materials together with the other Board Members. Right now for me organising the ICM is no longer that hard. I would just tell my Board to fill the materials out. When we have such procedures in place, this allows me to engage much more.

**WB:** And also you need to remember that there are differences between the countries should it definitely shouldn't be just copied. So if you think about it, I would like to know your opinions if we should start work on that and also when you will think about just thinking about this from the IB perspective.

**ELSA Belgium:** I wanted to comment on something Sina said - that for your ICMs everything is prepared. I think that we also need to remember that currently we have very special times, when we don't communicate with an OC. Those types of things will add much more burden to the organisation of NCMs and ICMs.

**SG:** Of course it is true right now it is special. And that is why I am saying it is necessary to establish the process and structure that we can follow and make it much easier. Plus you need to see that the NCM is just a part of your term; it is not a full term. This is exactly the issue that Sec Gens should not just stand for the internal meetings. They don't work on that for the whole time and there are other things you have to focus on. Also, I had the exact same amount of work than in a normal year just without the pre-visits.

**ELSA the Netherlands:** I had a new idea, which had actually turned into a direct comment on multiple people. I have been both President and SecGen. I believe the division of the work now is okay. It depends on each country. What I think is that the problem regarding the roles also relates to HR.

**ELSA Finland:** I have two comments. Firstly, I see no need for rewriting the role descriptions of SecGens. For you two it works, but that does not guarantee it will work for the future. I think we should allow the future IB to arrange for themselves. Now it is a different time - there is less travelling and work may be more easily divided. When the times are better and things are normal, I believe it would be a different situation. I also think that SecGens and Presidents are different and we should not merge them.

**ELSA Belgium:** So i think we are going into two extremes. On the one hand that stands that we should merge the positions on the other hand we have the situation where SecGen is separated from the President and I think either of those are proper solutions. There should be cooperation between SecGen and the President. I think I would disagree with this primary regarding the regulations and to what extent. How this should be regulated and how strictly it should be. And

the dangerous, not giving the flexibility for IB and for National Groups. And that regarding this maybe having guidelines providing it. I personally don't see anything bad in changing the description and giving some kind of knowledge in the Decision Book as well. The SecGen is the right hand to the President. Personally I'm in favour of writing down the specific responsibilities and couldn't be changed in the future.

**ELSA Spain:** I wanted to say the same - maybe we would be overregulating.

**ELSA the Netherlands:** To build on what Danny said, we are discussing different topics. But maybe the IB is trying to avoid an absence of continuity through too much flexibility. We cannot allow people to not cooperate, just because they do not want to.

**WB:** So to briefly address your comments. It may sound strange but in IB we live together but we work together also and I think that the biggest life lesson here is how to divide personal life from professional life because if talking on this level we are talking about professional relations. So, unfortunately, we have to disagree about the statement that we can allow people to do whatever they want, because if you take a look back to the relations in IB, someone doesn't work with another person and does whatever they want, the board can fall apart. Of course I know that on a national and local level is different but however, here it is your work. And of course it is very useful that we like each other and it is also very necessary, however, we have working days and if we think about these relations, we think firstly professionally, how to professionally make it work well. And of course, as I mentioned, the way to regulate it will be discussed but the thing which we want to achieve is the moment of reflection. The lesson which I received during the transition is actually that the President, especially from the International Board, has a hard time to make people work and be happy at the same time. And we want to avoid the situation when people say that they don't have to do this and that, but thanks to these regulations you can say no, you have to. Because if you don't do your work just because you will not talk with your colleague we will not move forward. So for the next part of this we want to know your recommendations about regulations. So the first part will be if you want some regulations and if the majority will want some regulations the second part will be the discussion about how strong regulation should be.

**ELSA the Netherlands:** So now we are discussing whether to change the situation for you or in general?

**WB:** Generally only IB, but it depends on how strong we go on whether it will have an effect on the Network. For example if we move the External Relations to the SecGens, that will insist on a change in the whole Network.

*Workshop recommends not changing the Regulations.*

**Chair:** I think here is no need to some other discussion so I am closing this workshop at 12:34

*Chair closes the workshop at 12:34*

16:00 – 17:30

## Always side by side - BEE & IM (Group 2)

Participants' list:

|                               |                             |
|-------------------------------|-----------------------------|
| Weronika Banska (WB)          | International Board of ELSA |
| Sina Gertsch (SG)             | International Board of ELSA |
| Francisco Arga e Lima (Chair) | ELSA Portugal               |
| Lucija Tacer (Secretary)      | ELSA Slovenia               |
| Tova Lindqvist (Secretary)    | ELSA Sweden                 |
| Samira Safarova               | ELSA Azerbaijan             |
| Sabina Cahangirli             | ELSA Azerbaijan             |
| Canelle Roseau                | ELSA France                 |
| Ghazala Nauzeer               | ELSA France                 |
| Aušra Abraitytė               | ELSA Lithuania              |
| Dagnė Kemežytė                | ELSA Lithuania              |
| Julia Bones                   | ELSA Norway                 |
| Andrine Holte                 | ELSA Norway                 |
| Bruno Cruz                    | ELSA Portugal               |
| Nina Blakeway                 | ELSA Portugal               |
| Sofia Gierow                  | ELSA Sweden                 |
| Emelie Djerf                  | ELSA Sweden                 |
| Basil Schaller                | ELSA Switzerland            |
| Suzan Candan                  | ELSA Switzerland            |
| Yuri van Steenwijk            | ELSA Switzerland            |
| Cemre Ecem Eren               | ELSA Turkey                 |
| Arsal Rehber                  | ELSA Turkey                 |
| Defne Polat                   | ELSA Turkey                 |
| Daniel Parkin                 | ELSA United Kingdom         |
| Amanda Muntz                  | ELSA United Kingdom         |

*Chair opens the workshop at 16:11.*

**WB:** *Presentation on BEE and IM.*

**ELSA Switzerland:** First of all, I understand the issue, but I strongly disagree to regulate this more. First, the current definition is good. It leaves open areas, but I think given the close cooperation it is normal that there is overlap. It is okay that it takes two people sitting down and working it out. I sat down with our President and we talked about how we are going to handle it and if you can't agree the Board decides at the end. The main issue, personal problems, will not be solved with a regulation. On IB, if you do not like the person it will not be better if we just say the person is responsible. Either you depend on someone else on the team - like the Treasurer. Regulating does not help in this issue and should be left to the people to decide.

**SG:** We do get that it's obviously difficult to regulate these and to make sure that someone actually fulfils this responsibility, but we do think it's important that when you look at the job description it's not mentioned that the SecGen has any responsibility towards the strategic management of the association which we believe is wrong. I have different input that I can offer to WB, and she has different input to offer to me. We're not trying to give the International Council a way of forcing



the IB member to cooperate, but we're trying to clarify that this is something the Sec Gen is signing up for when they come to the IB, to be part of this association. Not just internal management, not just focusing on training, in that sense. All we want to do is kind of create a clearer picture for people who are interested in coming to the IB. The definition in the statutes right now is lacking.

**ELSA Switzerland:** Maybe it is my understanding of the definition, because I think it is included since the Sec Gen is responsible for implementation of decisions which includes strategic thinking. I get that you want to make it clearer, I don't think it needs to be in the regulations, but rather the handbook. The right place is not in the binding regulations. The only thing to put in the regulation is that the SecGen acts as the vice president. I am not sure what the network would think. I do not think it best to be stricter on the definition.

**ELSA United Kingdom:** I do think that I share some of the similar concerns with ELSA Switzerland in terms of overregulating these things. However, I've always thought that IM and BEE are two sides to the same coin, I think it's something that Sec Gens who have been in the role a bit and have read the regulations know - they can see the overlap. But that came with time. There is room for a bit of a middle ground situation, where there is a bit more explanation on how IM and BEE work together. When I first came to the role, I don't think I realised how much they have to be able to work together. I would not be concerned with overregulation, but there is room to make that clear for people that haven't been in the network for long.

**ELSA Switzerland:** Short response, for me the fact that it is tied is the reason it does not need to be regulated in the IB. A person would not be elected to this position without knowing about the position. IB should have experienced people.

**ELSA Turkey:** Actually I have a question, the things we have been discussing so far don't have a concrete image in my mind. The problem I see in regulating this stuff is do you have a continuous problem in IB or in any board that requires a thorough definition in the DB or standing orders? Is it in every NB that there is a problem that the President and SecGen is having a problem? I understand the thing you're trying to do, to create a non-overlapping way of defining the jobs of both of you - but is there any concrete problem you're having because of this?

**WB:** From the international perspective, we have concrete problems on the international level. For Presidents, the important moment is when you check what "kind" of SecGen you have to see if this person is ready to collaborate and also work on association management or is only concerned with internal management. The issue is that the development of the association is slow, because people are focusing on their own areas and there are no driving forces to change. For me I felt I was a big burden, when the Board is doing a lot and then I need to ask them to find time to think about association management. If we do not change the structure of the board, ELSA will still function, but hopefully with change it will be better. We are focusing on day to day activities, but when we are introducing new things we need to collaborate and have a common understanding to bring and discuss the idea. The bringing idea we are struggling a lot - the presidents are bringing the idea and working on our own because others are not participating. You can see a constant issue with ELSA training, in the knowledge area. You have one SecGen dealing with this on a daily basis, there is no support, nobody who is equally pushing for this. In practise it might be, even without the regulation, but what experience shows us is that people are just doing their own work. I can't speak for SecGens in National Groups, but what I hear from my Presidents is that especially if we are talking about structural changes, like strategy planning, they have to involve the entire board in this, so there is like a second brain, a second mind to think. A person you can always approach, this person will always listen to you and not say "no you know projects/partners/something else". SecGen is the most available for this kind of discussion,

Treasurer is something different. This work is more technical. Marketeers are already overloaded and bringing more strategies will make them ready to jump from a bridge. BEE officers want constant support. How easier it can be if you have something like this, because it's the job description.

**ELSA Switzerland:** I agree with ELSA Turkey. I don't see what kind of change you want in the regulation. It is hard to understand without an example. It would be helpful if you had an example for us.

**ELSA Turkey:** Do you have any wording like, “the SecGen of IB supports the President in... bringing new things to the association”? Are we going to ask Sec Gen to assist, if yes: are we talking about advising the President in the IB? Instead of a SecGen in that role sense?

**SG:** In a perfect world we imagined rewriting the job description, but we do not have a written one at this time, because we wanted to first hear from you. For us it would belong in the Standing Orders where both positions have their descriptions. We want to include a point about SecGen responsibility in strategic planning.

**WB:** Concrete categories are definitely in board management responsibilities, in the technical sense that you define the content of board meetings, leading the board in a concrete direction. Definitely responsibilities to strategic planning management. The duty and responsibilities is the duty of the board itself, however you need to have a person who is giving the draft. To bring initiative. Who knows how to think about strategy planning and how to achieve the outcomes? Mostly the President's job now. Just to make it clear that SecGens are equally important, at the same thing putting Presidents in more positions on training sense. We should involve more external relations in training. Now just IM, IM team and trying to find people to train others. National boards are struggling. Training is one of the parts that you can cover and equally include. This is supposed to be the help in that sense. Also help arranging things like Train the Trainers, Refreshment weekend. Not only deliver training, but also find external support, helping us learn how to teach, giving us the tools to support the training system. Also a possibility to share the representation responsibilities, but this can be done on a daily basis. But those three are our major ideas.

**SG:** It is also important to know the reason for this strategic planning. We saw the last time when we were supposed to create strategic goals and many people on the board were saying this is not their area. The previous draft was only drafted by one president and others said it is not their job description, however this is and should be part of the job description. For us much can be changed at our discretion but we would like to start with the definition of president and sec gen.

**WB:** You know also that transition is not enough. We can say knowledge management covers this, you say to your successor “this is how it works” and then we know what happens with knowledge management in this association many times... IM/BEE is not an exception. This is a direct and straightforward way of dealing with things. In the regulations, you read and you learn. For us right now, this is what experience told us. Just passing this doesn't really work. We want to build this perception and people, while running, will think about this. Read action plans of SecGens for the IB and then ask them how many things from this action plan, how much percentage of their work is actually happening in reality. Similar with Presidents.

**ELSA Switzerland:** I understand it. In general it is something to discuss. My first issue is structural. Support or consult duty should not be in regulations. The regulations are a place for specific tasks and responsibilities. The second issue is the issue of the person. It is wrong to focus on the single position, because it can be personal issues and it does not help. The general

responsibility of the board is to support each other and then you are leaving the possibility to consult with other people. I do not think we should focus so much on the positions.

**WB:** Slightly to adapt the structure and to make it more efficient. So guys, the second part of the workshop was about discussing what kind of changes we can make, which responsibilities and how you see that it's supposed to be, supposed to be not phrased. But if you don't believe in this, and we understand that some of you don't believe that it's necessary, or can be solved in practice without necessity to put into regulations then there's no sense to continue this work. We need your recommendation what you want us to do and how to proceed. I will ask you for the recommendation.

*Workshop recommends that it should stay as it is.*

*Chair closes the Workshop at 16:55.*

18:00 - 19:00

## Summary

Participants' list:

|                               |                             |
|-------------------------------|-----------------------------|
| Weronika Bańska (WB)          | International Board of ELSA |
| Maja Rajić (MR)               | International Board of ELSA |
| Louis Bremond (LB)            | International Board of ELSA |
| Francisco Arga e Lima (Chair) | ELSA Portugal               |
| Lucija Tacer (Secretary)      | ELSA Slovenia               |
| Tova Lindqvist (Secretary)    | ELSA Sweden                 |
| Sabina Cahangirli             | ELSA Azerbaijan             |
| Yordan Kyurkchiyski           | ELSA Belgium                |
| Valentin Badert               | ELSA Belgium                |
| Kateřina Nováková             | ELSA Czech Republic         |
| Jakub Sýkora                  | ELSA Czech Republic         |
| Adéla Chloupková              | ELSA Czech Republic         |
| Nea Nurmela                   | ELSA Finland                |
| Mikko Laitinen                | ELSA Finland                |
| Emma Kuusela-Opas             | ELSA Finland                |
| Ana Koiava                    | ELSA Georgia                |
| Lenard Moller                 | ELSA Germany                |
| Sophie Wilson                 | ELSA Germany                |
| Jonah Blumenberg              | ELSA Germany                |
| Georgios Palamidas            | ELSA Greece                 |
| Pavlos Klagkos                | ELSA Greece                 |
| Maria Angelopoulou            | ELSA Greece                 |
| Vincenzo Lo Bue               | ELSA Italy                  |
| Aušra Abraitytė               | ELSA Lithuania              |
| Dagnė Kemežytė                | ELSA Lithuania              |
| Lena Anna Kuklinska           | ELSA Netherlands            |
| Jakub Bogucki                 | ELSA Poland                 |
| Dominika Wojarska             | ELSA Poland                 |
| Bruno Cruz                    | ELSA Portugal               |

|                    |                     |
|--------------------|---------------------|
| Nina Blakeway      | ELSA Portugal       |
| Alexandra Stoica   | ELSA Romania        |
| Ainoa Ordonez      | ELSA Spain          |
| Emelie Djerf       | ELSA Sweden         |
| Basil Schaller     | ELSA Switzerland    |
| Suzan Candan       | ELSA Switzerland    |
| Yuri van Steenwijk | ELSA Switzerland    |
| Cemre Ecem Eren    | ELSA Turkey         |
| Arsal Rehber       | ELSA Turkey         |
| Defne Polat        | ELSA Turkey         |
| Sofiya Kalyandruk  | ELSA Ukraine        |
| Vladyslav Makarov  | ELSA Ukraine        |
| Daniel Parkin      | ELSA United Kingdom |
| Amanda Muntz       | ELSA United Kingdom |

*Chair opens the workshop at 18:02.*

*IB presenting a summary of group 1 and 2 WS discussions from the day. Reminding that there will be further discussion.*

*Topic #1 ELSA Day and IFP.*

**ELSA Finland:** ELSA Day proposals. I put it on the table and I think ELSA Day pops up every year. The main issues are ELSA Day is confusing (when, why, what does it include, how does it go between national and local groups). In Finland it takes a lot from the AA to organize this on the national level and it is taking away attention to other stuff.

**ELSA Germany:** I had a different point that I wanted to add to the IFP structure being two years, one issue I see which isn't on the sheet, isn't it that IFP is too long. The last two years, we seem to have been too late to the party. Having this topic 4 years ago would have been revolutionary, but now it's mainstream. Same with migration law, environmental law, etc. It isn't too long, but the topics that we choose during ICM aren't what they used to be, aren't as revolutionary as they could be, which would give them more "oomph".

**MR:** On this topic of the IFP, every year we talk if 2 years is too short or long... we are usually late to the party like with the topic of law and renewable energy. On this ICM we wanted to start the selection for the term after the next one. Please bring the idea to the next ICM, so we can start the discussion and make sure we are not late to the party.

**ELSA the Netherlands:** I understand your point ELSA Germany, but we won't ever be able to pick a topic that will be in or relevant for three years or so. We can't make the cycle shorter than two years. Issue won't ever be resolved. Maybe be smarter about the subtopics? Or make it flashier in itself.

*IB continuing presentation, topic #2: division of tasks AA-MCC-S&C.*

**ELSA Switzerland:** I like the categories activities as an approach, but we need two approaches at the same time. We need to define areas in the broad sense and the activities and then see where they fit the best in which area. That would be the approach to devise activities to the areas. I am not a fan of creating the new area, especially with the new professional development. Strengthening

cross area cooperation is always good, but cross area projects are not a way to go and then make it more complicated and in general we are talking about reducing projects and not adding new ones.

**ELSA Belgium:** What do we mean by division of key areas into departments? Don't think it was a point we discussed in the first group.

**MR:** Someone put it into the excel sheet, we guess this is like having vision with areas: like publications, SELS, WELS, delegations, etc. Which are basically already existing structures.

**ELSA Switzerland:** I would add that what we need to keep in mind while defining the areas. Just because the grouping projects let's try to keep it realistic ... we need to keep it realistic considering the workload.

**LB:** A bit to answer, I think that we can all agree that the workload should be taken into consideration. Finding a good balance on what we have to do and what is consistent terms of structure. After this discussion we will continue to work on that. Finding this point of balance with workload, we can't put all the projects on one person, but also find something consistent. There is the cascade effect between IB - NB and LG level. It's a question of balance. Keeping in mind everything and trying to find the best solution.

**ELSA Germany:** Louis said what I wanted to say. We need a structure that works for the whole network. A lot of people put JHJ, so only Louis is in charge of this internationally but locally and nationally the distribution of work is different. Same as we are moving away from STEP, maybe the way AA and MCC and SC is currently is not meant to stay. If you need someone for moot court you do not have 4 different people based on which moot it is.

**ELSA Switzerland:** I agree somewhat with what ELSA Germany just said, on the other hand I think it's not quite the same, especially on a local level. There must be an option, especially for the local level, for it to be broader and for them to decide what they need. Several positions on international and national level just don't make sense on a global level. You're not having big conferences, you're not having moot courts on a local level that needs an officer just for this. On a local level all these big projects are just marketing and information positions, and not organization or anything like that. I think it's necessary to have it consistent on the international and national level. I agree to that as far as it's possible, but it must be up to the national boards on how their local groups get the information they need, but not force them to have positions which are arbitrary or just not necessary.

**LB:** I find a lot of true points here. It is important to have consistency in different layers of the association and basic areas of the projects (differences in approaching JHJ). The direction we should try should be the mix between the two and finding what can work for the local, national and international level. It will require thinking but so far this is what I get out of the discussion.

**ELSA Switzerland:** Just to respond to that, as I see it, and just to make it easier, I agree that we have to find a balance, but finding that on three levels is really difficult. On this level and the international level, we should focus on international and national level. Keeping locals in mind but not focusing too much on it. Having international and national level. How the local and national want to do this is up to them. We don't have to discuss and keep too much into consideration at this point. It's not practical otherwise.

*IB continuing presentation, topic #3: division of tasks AA-SC&C.*

**ELSA Germany:** Regarding the second point I disagree since it is clearly mentioned what each area is responsible for (S&C and AA). When we discussed it, about merging it, it was shut down because it is too much responsibility. AA and S&C is not possible at the same time, especially considering trying to find people to do the job. It is hard to motivate for both areas, if they love one.

**ELSA Finland:** direct comment; about merging AA and S&C. I have an idea that since the PD area is going to be around like, work-related stuff, job skills and stuff like that, maybe we can move the job skills related stuff from AA to PD area and then merge S&C to AA together... or emerge the rest of AA into S&C and call it... I don't know.

**ELSA Ukraine:** I put the idea of merging S and C and AA. I meant that we are thinking of having another person for professional development and the thought was to move some projects to this area, so not to overwhelm that VP. Instead create strong departments of each project and leave the VP coordination work.

**ELSA The Netherlands:** As much as I think that idea could be interesting to explore, I don't see how it could work to merge AA and S&C and give new objects to the PD person. As much as AA develops professional skills, it's still practise for our legal and academic skills. I love the distinction between passive and active learning, and PD is more about the workplace rather than the skill and negotiations. This is close to law, but I don't see how it would work very well. It could create more problems regarding workload than we already have.

**ELSA Belgium:** I disagree with merging AA and SC, because of the practical reason that even with moving things to professional development it is not feasible to squeeze two areas to one. Given that the IB level we are struggling with the amount of projects in that way we should move one step at a time.

**ELSA Ukraine:** Just like the whole reasoning, why did I put this in the first place? Not because I wanted to change the structure completely or because I don't like one of the areas. The things we're talking about board reform for how many years, and there are not too many areas in the IB but still we have lots of VPs and we're talking about some kind of ways to optimise this. In that case, if we already have a PD VP, this might be, not the perfect thing, but the way to optimise the positions in the IB just concerning the board reformation.

**ELSA Turkey:** I think the idea by ELSA Germany is good, but my problem is the timing. I think we can bring this in a couple years when we define AA and SC and access similarities and differences and then we can cut projects and redistribute. The problem is that there is too much work and at this time it is not possible for one person to do all this work.

**ELSA Czech Republic:** I would like to remind that re-emerging, we have an education system that reflects the three areas. If we merge areas into one, it will stop the thing that we are trying to do, to improve ELSA. We will stop the space for new ideas, for new projects, for new topics, because the person who will be responsible for this area won't think about more things because they will be so busy.

**ELSA Belgium:** I wanted to address the two other points - move delegations to AA. For me delegation is about passive learning and they are for that in S&C. Point two is about merging AA and SC at the local level. I think locals are already doing it. It is not something we need to discuss as a major reform. It is quick to fix.

**ELSA Greece:** I would like to quickly add just the last bullet point, AA and S&C projects. Since we see that these projects are functioning properly, I don't think we should rename the projects falling under their scope. ILRG there were problems, so we maybe cut it out. Maybe we will find more AA projects that are problematic and we can proceed with these changes.

**IY:** It is great that we have mixed opinions and so I propose open calls before ICM to discuss further so we can come up with solutions for future generations. We will see each other more.

*IB continuing presentation, topic #4: AA-MCC.*

**ELSA Turkey:** For starters I would like to mention the thing that I introduced to WS. Thanks Louis for the thorough explanation. Wasn't aware of the workload of the JHJ. It made me realise the real scope. The third option isn't a possibility for IB, because of the workload. But for national and local level it could be possible. As ELSA Germany started a couple of minutes ago, the local levels aren't taking care of this, but generally one big mcc in their groups. Generally nothing else. Don't know the workload of this. In Turkey, our AA can handle both. I'm assuming that to ease the burden of AA in that sense, having a VP Competition in national and local boards might make sense.

**ELSA Germany:** To clarify, Louis you would say it is enough that you have 1 person for JHJ?

**LB:** To be fair we need 1 person for JHJ, however, I am thinking about this fact that we can work on this and we can try and it is not impossible. If we look at how to do it, we can think about it. I am saying that we can try to find a way to make this possible. Not saying the two moot courts are falling apart, just pure optimization of the project. One position in ELSA is VP MCC, but we can reflect on it and try to find a situation where this person could take care of the two. We need more time to have a definite answer.

**ELSA Germany:** Going off of LB, I wouldn't recommend the structure of who is responsible, because there is 1 VPAA who is responsible for competition in the national level and that causes consistency. What is currently confusing is Louis' title. If that may be possible to combine it on the national level but I do not want to throw around projects and have inconsistencies on all levels.

**ELSA Sweden:** I want to make a point about the fourth point, about changing the calendars about the competitions. I think this would be bad, in terms of the position for the AA or MCCer in general. Let's say you move JHJ to fall instead of spring, which means that planning would have to be during the spring and during the fall. It would have to be a change in officer during a period, there would be a transition, and info might get lost. It's better now. Both competitions are during spring and when you enter into office as an international officer you also finish those competitions. No information gets lost and there is more of a consistency I think.

**ELSA Germany:** direct comment; I think that is not a problem. In Germany one MCC has marketing in July and then a finale in November. It is not easy, but it is possible.

**MR:** To ELSA Germany's comment for the Moot court. Don't get me wrong, but in concrete JHJ cases, it's even 10x worse. This kind of work would not count because of the 3 regional rounds done by our ELSA groups. It's not only an IB problem, it's a structural problem. We have the date for the competition which is set by the ECHRMCC, when they have a free day where there isn't a trial. This depends on this. November is not quiet for them. First it was in february, but because

of the regional round it was moved to April. This year in May, which was quite ideal. It's as optimised as possible. We have some mandatory stages of position which we have to have.

**LB:** Changing the timeline can't be a change in the semester, but mostly corresponds to the difference dates. That can be worked on. For the finale, we can move it. But for the regional, we can move the European Regional Rounds which are the most flexible? We can try, but what would be better for the synchronization? The work wouldn't be moving the EHR or the JHJ, but to have the days corresponding. Would be quite complicated taking the transition and everything into consideration, but we need to try and tailor in this way. Try and move it this much.

**MR:** Or at least to create a common calendar but rather than two calendars.

**ELSA Switzerland:** For me it's just 2 points. If it can be done together for both competitions let's do it, but we need to be careful. If not, let's have JHJ separate and AA and professional development figure out the rest. JHJ is very important and we cannot suffer poorer quality because of this rearrangement.

*IB continuing presentation, topic #5: IB & EIT.*

**ELSA Switzerland:** I agree with most of the points. I think if there has to be a department for all projects that is up to the areas. Having the EIT running like an OC and being supervised. I do not think there should be a transition together with IB. There should be a month different so the IB can choose the EIT with the overlapping period.

**ELSA Czech Republic:** To the point that EIT should run projects and IB should supervise and talk to partners I would like to remind that people are running for IB because people love projects and want to work on them, if you take them from their responsibility and they won't work on it, it makes no sense for them to run for IB.

*IB continuing presentation, topic #6: miscellaneous.*

**MR:** For ILRG we agreed this will not be part of IB responsibilities anymore, so we will focus on ELR, our most prestigious publication. This is problematic to combine. I will leave study visits to Ilke. Transitions should be improved but we cannot ensure every national group transition. It is also a national group obligation. For partners, talking with partners about projects was not very good. We have to do some things for partners, for example competitions for partners, it is hard. The last point is ongoing the materials are getting updated, but sometimes it is better and sometimes it is not.

**LB:** On the transition, on the side of the IB is creating materials that are usable. The fact is, that it's nice to work on different things, like podcasts and videos. It sounds silly, but it would be complicated to do the job that we have to do, executive and manager, in an instance where there is a complete and absolute transition for 44 countries. If we're talking as a board, it would be complicated to do that. Just an opinion from me it would be better to try to make quality documents and knowledge management rather than just giving the transition to the people.

**IY:** Starting, combining SV and IV. When organizing study visits the groups are also visiting institutions and such, maybe we can discuss with the S&Cers. For better transition, in S&C area we already have a transition checklist that we can use before their transition. In ELSA we also have tutorials, ELSA webinar academies, marketing kits, also great tools to facilitate the transition and can be used over the course of the term. What else can we add more to ease your transition from



IB side. They are given from the predecessors. More communication, I think. I think we have been doing amazing, with open calls, chats, whatsapp, facebook etc. What else can we add more to communicate towards you? We're open to suggestions.

**ELSA Germany:** I wanted to throw in something we spoke about in the last ICM, making one or two, available to any national officers, international transition events. To make up what we're losing with IPM, SAM and KAM. We have to focus on soft skills with trainings, but we're losing area specific knowledge by integrating, which we're hoping to do in Germany, international transitions, if you have one or two appoints available it ever appointed officer to get to know the IB for the first time in august, not September, to have the general basics covered. Here we have this meeting you should attend. Basics covered. Might counteract problems on national levels.

**ELSA Switzerland:** I think ELSA Germany has a good idea. I imagine it may be helpful to have an open call at the beginning of the term for national officers to get to know each other and the IB to get to know international topics. In general it would be good to have open calls to keep the network involved

**ELSA The Netherlands:** direct comment; I agree with speakers before me, but it is not as much that IB has so much work. Some countries consistently do not do transitions. A lot of marketeers missed a part of their transitions and this could be something that is fixed in a call. Overall, there are ways of ensuring that people are more ready for their term with open calls or other communication with IB.

**ELSA The Netherlands:** I wanted to comment on a communication point, I raised on behalf of my board. We are in touch with IB with open calls and communication is overall great. The question was what support AA and S&C get regarding their projects. It was quite problematic at some points. Some projects are overseen by IB, we also can run smoothly and don't have to be stalled for weeks without any information as well. I don't know how it goes, it's the complaints of my fellow board members. It's worth exploring.

**ELSA Czech Republic:** About transitions I believe we have coaching calls where people can seek help. Regarding international visits - some things should be left on the local level because that is where study visits are organized. We do not need to make these changes now.

**ELSA Switzerland:** I have to say I somewhat disagree. We are talking a lot about study visits, which I approve and think is important. And I don't see the involvement of IB necessary. For institutional visits I see that it's very necessary when it concerns partners of IB. Could lead to loads of problems if locals go to partners of IB and do things which could cause problems from IB. We need to have common rules and oversight. Big difference between institutional and study visits.

**ELSA Belgium:** Even though I understand, I think in practical study and institutional visits are combined and we do not need to regulate it. I have never seen different people regulating this and on the IB level we have decided to take away responsibilities in this field.

**ELSA Finland:** Combining SV and IV would be a good way to reduce double marketing and double information. The points ELSA Switzerland made, that institutional visits might need more help - how? We are using the contact approval form. If someone is going to an institution in another country, why can't we do it in the similar way that we have the contact approval form? I see potential. I'm no expert, but I see how we can make marketing more efficient and clearer.

**ELSA Greece:** With regard to this combination in Greece our local groups organize institutional visits in big cities so combining these two may discourage our local groups to organize these in smaller towns.

**ELSA Turkey:** I would like to ask a question to people that are here and that were in the workshop. There you have “including more handy material”. Do you have something specific in mind from IB? A handbook or something like this? Would be better if you could specify.

**ELSA Netherlands:** I think that what I meant was that there should be more handbooks. My board asked to communicate this, Niko knows it, apparently there is need in other areas and this is something that needs to be addressed to the IB.

**ELSA Finland:** To the handy materials, I had one proposition out of my box of crazy ideas. PD, inner PD, would be also good that we make sure that we are improving the officers PD benefits in participating in ELSA. What I was proposing was having better state how to put forward to the officers the skills we have gained in ELSA. To put on LinkedIn, etc. When it comes to the new PD area, maybe having some CV templates, motivational letter templates. Going forward with his in WS which might be taken more seriously in this new area.

**ELSA Switzerland:** To what ELSA Netherlands said I have a suggestion to have a shared drive with national officers and IB to allow sharing of national materials with each other. We are doing it in the IM area and it can be very helpful.

**LB:** First to what ELSA Switzerland said. We were thinking about this on the national level, cooperation. Problem is that we need to translate these documents into different languages. It's a lot of work not for IB, but for nationals. Taking a lot of time for very few benefits. On the other hand, Sina is working a lot on this. This question is related to HR in the end and knowledge management globally in the association. I'm sure she talked about this. There is a lot of work in the officer portal. What documents we are giving to you. Structural issues with knowledge management. But it's not developed to PD, it's focused on the external aspects. HR is focused on internal aspects. Internal education, passing HR. On this point is what Sina is doing. HRing to find ways to give you knowledge more easily, but this is more related to HR.

**WB:** From the side of externals we are almost ready to sign new contracts to help you and facilitate your work thanks to Turkish and Czech contacts. It is part of the external relations strategy. For example our latest achievement is this training for European institutions it is not free but we have a discount. The part of officer development is to create a pool of benefits for you, so you are benefiting from this (from discounts and services as members).

**MR:** Transition and communication. Our issues are, even in open calls we are seeing the same countries. Not the same people, but the same countries. We don't even have those problematic countries present. We don't even know where to start with them. We're trying with personal contacts, coaching calls, coaching groups. But we have massive issues. Sorry to be a party breaker, we have online events and have 26 countries present. How can we improve that inactivity? Economic issues are not the issue, when you don't have to go somewhere to get the information.

**IY:** We signed a contract with the partner and I think this would make project managers very happy. We are going to announce it soon and will be great for you all!

**ELSA Spain:** Can we talk about the conclusion from the other group of the BEE&IM workshop we had?

**WB:** Very good point. No, the second group, after that session also followed the opinion that it's not necessary to regulate. We will not work on this idea. Sorry for forgetting, very good point.

*Chair closes the workshop at 18:48.*

Sunday, 14<sup>th</sup> February 2021

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10:00 – 12:00

## Today IB, tomorrow the Network

Participants' list:

|                               |                             |
|-------------------------------|-----------------------------|
| Weronika Banska (WB)          | International Board of ELSA |
| Sina Gretsche (SG)            | International Board of ELSA |
| Francisco Arga e Lima (Chair) | ELSA Portugal               |
| Lucija Tacer (Secretary)      | ELSA Slovenia               |
| Tova Lindqvist (Secretary)    | ELSA Sweden                 |
| Samira Safarova               | ELSA Azerbaijan             |
| Sabina Cahangirli             | ELSA Azerbaijan             |
| Ghazala Nauzeer               | ELSA France                 |
| Aušra Abraitytė               | ELSA Lithuania              |
| Dagnė Kemežytė                | ELSA Lithuania              |
| Julia Bones                   | ELSA Norway                 |
| Andrine Holte                 | ELSA Norway                 |
| Bruno Cruz                    | ELSA Portugal               |
| Emelie Djerf                  | ELSA Sweden                 |
| Basil Schaller                | ELSA Switzerland            |
| Suzan Candan                  | ELSA Switzerland            |
| Cemre Ecem Eren               | ELSA Turkey                 |
| Arsal Rehber                  | ELSA Turkey                 |
| Daniel Parkin                 | ELSA United Kingdom         |
| Amanda Muntz                  | ELSA United Kingdom         |

*Chair opens the workshop at 10:02.*

**WB:** *presentation on IB implementation.*

**ELSA Turkey:** I think this (IB implementation) is a great way to strategize instead of a revolution it is an evolution. Using the gap in this manner really makes sense. From what I saw in the 2nd group I think the outcome will be positive and I hope we will have a positive outcome at the end.

**WB:** *continues presentation on changes within the network. Workshop is divided into NB to brainstorm difficulties within their respective groups. Diagnose challenges when doing structural changes. What would you need to do to introduce a new VP? Rename an officer? Change the scope of duties for a VP. What help can IB be? Groups are given a sheet to fill in.*

*ELSA Azerbaijan presenting from sheet.*

**WB:** Your members will feel more included if you include them and do as much preparation for online events as for physical events. Then also, do some open calls, and such, depending on how you usually organise yourselves. Your national team, directors, assistants, they are ambassadors of the national board. Sometimes people don't want to listen, they just want something, but if you

have ambassadors, people who are friends with other people, they can share the message that “my friend is going to be there so I should too”.

Present the proposals as soon as possible so that people have time to read and notice. Emails are nice and calls especially if they do not read it. You present what the call will be about and during an online ICM the prepared agenda is important so they have time to take a rest. You have 2 options if they do not understand they will be all in favour or all against. So two different situations. The second one we need to avoid. Make sure things are introduced and explained and there's a lot of time for questions. Ask ambassadors to lobby on your behalf. This is what I can suggest. Regarding structures you can always approach us.

*ELSA Belgium presenting from sheet.*

**WB:** Regarding the issue with Local Groups, I know, in the case of Belgium I was at their NCM and I know how it looks. Slightly concerning. Sometimes you're just like ah. I don't have a good solution, it's all about negotiation skills. We can unleash our not kind alter egos if you want. In that sense, this is a general comment for all of you. If you feel like your local groups are ready to contest etc, we are very much ready to provide you with support in this instance. If you need quick motivational speeches or nice blackmailing. We are not imaginary IB living somewhere in Brussels and we don't really care about the type of measure, just inform us in advance. We will appear and tell them it's not a joke. Be aware that we are here and if necessary we will back you up, fully.

*ELSA Czech Republic presenting from sheet.*

**WB:** I can add that especially, regarding materials we will also produce the materials. Of course update the current ones, but also develop because it's already produced somehow, the first draft for PD. If you're going to struggle, then you can always simply have, as a support and supplement materials, our international materials. PD team will work on this in general, it will not be forgotten, but definitely the biggest issue is HR. Finding successors, this is crucial. Huge task in front of you. Huge life lesson.

**ELSA the Netherlands:** I have a question what is the reason for your local group's disapproval?

**ELSA Belgium:** In our case it's just the consequence of NB not caring about its locals and being a link between the two. We are in this situation now. We have to deal with local groups when we say “it comes from IB” they are like “oh no”.

**ELSA Czech Republic:** I think that our local groups have a problem that in the past years we focused on knowledge management, so now we need to change that after they have succeeded. Now that they are online (we do not know how next year will be), it will be especially hard for local groups.

*ELSA Finland presenting from the sheet.*

**ELSA Georgia:** (*Did not have a sheet, spoke instead*) Not big struggles, at this time we don't have any kind of problem with communication, we had this kind of good relationship and we can do this amendment. Maybe we can think about this and there are no big issues. I also just want to say that maybe it's not related to this topic but, the problem in Georgia is that we don't have a VP for Marketing and if we need to have an implementation of surveys it's a problem for us and the President or SecGen are doing this process. For two years we didn't have a successor for VP Marketing and might have this kind of problem in the future too.

*ELSA Germany presenting from the sheet.*

*ELSA Greece presenting from the sheet.*

**WB:** I have a question for Greece and Germany. Do you think that it is possible for the majority of local groups to change this in one year?

*Germany thumbs up.*

*Greece thumbs up.*

*ELSA Italy presenting from the sheet.*

**WB:** I have questions. The first one is the same as before - can local groups adapt this in one year. Do you need us to help you with finding someone (alumni) who may help you pro bono/with a discount?

**ELSA Italy:** I mean I don't say no, I accept the help. But let us think a bit. We have alumni and stuff, hopefully we will find somebody, hopefully we won't need it. But we will come back in that case.

**WB:** General comment, if you know that for example, like... we can't pay fees. But if you know that it's necessary to consult with someone because you can't submit on your own because it might be wrong, it's too big and you need to consult someone and you know that it will cost - simply contact us and we will check if we have access to some people. Sometimes we are calling somebody who has access. Don't hesitate and inform us if you need some kind of support. This will help if you can't manage on your own.

*ELSA Lithuania presenting from the sheet.*

**WB:** A question, to all of you, you all talk a lot about the need to inform and all the materials from the meeting will be available on the officers' portal. Would you like in English all the possible changes that we want to achieve in one version for everyone in the officers portal? Yes, it looks like people want it. You will have it by Friday and I will give you the information. Copyright is fully yours and you can translate it.

Second thing is a suggestion about costs for changes. In some countries the cost is big, remember always if changes are enforced by structural change. Do not put your budget in danger, if you do not have money you can apply for the EDF (general support). The only thing is that it cannot be for paying fees, you need to prove that paying this will affect your stable financing. You have to prove that this amount will significantly harm your budget, issues with liquidity and that it will harm your association for the future. If we have justification we can help you. If it's a harm for the financial stability, we can take it into consideration. Remember that EDF is here, there is such a possibility. You are not alone in that sense if the situation is tough.

*ELSA the Netherlands presenting from the sheet.*

*ELSA Norway presenting from the sheet.*

*ELSA Poland presenting from the sheet.*

*ELSA Portugal presenting from the sheet.*

*ELSA Romania presenting from the sheet.*

*ELSA Slovenia presenting from the sheet.*

*ELSA Spain presenting from the sheet.*

*ELSA Sweden presenting from the sheet.*

*ELSA Switzerland presenting from the sheet.*

*ELSA Turkey presenting from the sheet.*

*ELSA Ukraine presenting from the sheet.*

*ELSA UK presenting from the sheet.*

**WB:** It's not always going to be the easier path to take, but we will go for this if necessary and approved. I'm happy that you are aware of your issues, that you know how to make it happen and are eager to do so. Huge love from IB for that. You can always text me directly or whoever from my board and just ask for any necessary assistance, knowledge management, education, anything. We will change the history of the association, I'm super excited.

*Chair closes the Workshop at 12:13.*

12:00 – 13:30

## **Strategic Goals of ELSA evaluation**

Participants' list:

Participants' list:

Weronika Banska (WB)  
Francisco Arga e Lima (Chair)  
Lucija Tacer (Secretary)  
Tova Lindqvist (Secretary)  
Aušra Abraitytė  
Dagnė Kemežytė  
Julia Bones  
Andrine Holte  
Bruno Cruz  
Emelie Djerf  
Basil Schaller  
Suzan Candan  
Yuri van Steenwijk  
Cemre Ecem Eren  
Arsal Rehber

International Board of ELSA  
ELSA Portugal  
ELSA Slovenia  
ELSA Sweden  
ELSA Lithuania  
ELSA Lithuania  
ELSA Norway  
ELSA Norway  
ELSA Portugal  
ELSA Sweden  
ELSA Switzerland  
ELSA Switzerland  
ELSA Switzerland  
ELSA Turkey  
ELSA Turkey

Defne Polat  
Daniel Parkin

ELSA Turkey  
ELSA United Kingdom

*Chair opens the workshop at 12:18.*

*WB: presentation on the strategic goals of ELSA - evaluation.*

**ELSA Turkey:** I think it looks good. The things you have are good. Other than secretariat, you will be able to finish it. I want to talk about the annual cycle of meetings and the introduction of annual hybrid meetings. Did you research if this is possible for the ICM? After Corona, international events may be taking place physically. But due to economic concerns and for freshers to participate - are you planning to introduce hybrid meetings to the annual cycle of meetings?

**WB:** My answer is not definite right now, I'm not saying yes and I'm not saying no. Our opinion is that in current circumstances we can't do hybrid events because we don't have technology for this. Even if this pandemic will end, this is also discussed in associations and such, the new reality for associations probably will be based on development of hybrid events if possible. The full return to a few hundred participants, it will not be so quick and so easy. What we're planning to do and you will be informed soon, we will establish a working group to consider hybrid events within the network, not only for meetings but also projects. What kind of obstacles, what kind of benefits, is it worth putting effort, money, resources into this? This is in planning, Ilke is working on this together with us, so definitely before ICM, for sure. It's supposed to be announced pretty soon that we will have this working group and what we need to prepare and how.

**ELSA Finland:** I have a question about the format of ISMs? Hopefully next year it will be in person, but do you have any plans about the format? I hope you are not planning to have the same format for the live event.

**WB:** Of course the ISM structure right now, the current one, is fully adapted to online reality. What I'm going to suggest, which we will discuss later because your feedback is important. My recommendation is to divide the workshops. Having discussions with 70 people is very inefficient. So yes, I would like to structure and recommend that dividing people is beneficial. The recommendation will also be the ISM must be devoted to the current stage and need of the network as we are this year. Next year board reform will not be such a big topic, so the agenda must be adapted. With the structure of sessions I do not know it's going to be the choice of next Board.

**ELSA Germany:** I just wanted to, I guess it's a statement regarding the structure of ISM. In Germany, the officers meetings are meant to have the same structure, if it's purely a strategy meeting where we work in open workshops. What we do not have is half days and such, we don't split one and two and have them discuss the same topics with the same NB member, and we instead have them in cycles, the topics. So everyone uses every single day, we really prepare the topics in advance so that everyone is on the same note and when the meeting is over we use everything we've learned to draft proposals.

*WB continues presentation.*

**ELSA the Netherlands:** I want to make a short statement regarding rebranding. We (rebranding team) have done interviews with national marketeers and we are still open for interviews. And if you have any info for us regarding marketing please contact me or Tony and we can exchange



opinions on this matter. It is valuable to have your perception of our marketing because your ideas are different and more innovative.

**ELSA Germany:** Question to IB regarding speakers database, do you have a structure for how it's going to look? Open for everyone? Is it more going to be that we contact the IB and you have a database that only you can look at?

**IY:** I can explain that we are just planning foundations with ELSA Alumni. First we need to have forms and once ELSA international has the forms we will match the requests from the database from the alumni. Another option is to send the information to the ELSA Alumni first. It is not something that we have supported in terms of GDPR but we are going with the plan.

**WB:** This matching will be based on the topic if this is a final option the NG or LG will receive all names related to the topic and then at the end you can choose who to have as speaker.

**ELSA Turkey:** I would like to give you a suggestion, I assume that you have thought about it. But if you have started working on it I would like to know. You mentioned the advantages for our members, discounts and stuff. What I wonder is, since we're in the online term, is there a possibility to call partnership agreements like Grammarly, Zoom, the ones that we would use in the online term. We used to communicate with Turkish Airlines etc to have some sort of advantages for our members, but right now it will be pointless. Do you have any plans to work on that?

**WB:** Yes, this is on the list and also trying to expand partnership regarding platforms (not only ClickMeeting). We are discussing the structure with Hopin, this was bought for both moot courts. We want to see if we can get benefits for the national groups. It has been the case in the past, but unfortunately every offer was based on financial contribution. I want to provide you with everything but if I tell Carlos 5k for the materials... We will try to develop this. If it is not free, at least a significant discount.

**ELSA Turkey:** Thank you for the explanation. Quick feedback about the applications we are using, ClickMeeting is professional and looks good. But the problem on the national level, the participants and speakers don't understand how the system functions. The "changing cost", people in Turkey and Europe are familiar with Zoom and Skype, but ClickMeeting is a little bit hard. That's why I asked about Zoom.

**IY:** For the ClickMeeting we have training on how to use ClickMeeting and Valentin will upload one too. If you are organizing the webinar you can indicate that you would need a ClickMeeting training and the ELSA Webinars team will train you.

**ELSA Belgium:** Complement what Ilke said, for ClickMeeting you have to promote it for your board participants, it's not only video it's a platform. Not Zoom, meet or whatever. That's the thing for me that we have to differentiate. One is a webinar and one is for a video conference.

**WB:** This outcome will be included in the publication report together with our recommendations on the Officers portal (in March).

*Chair closes the Workshop at 13:34.*

14:00 – 15:30

## Q&A session and closing

Participants' list:

|                               |                             |
|-------------------------------|-----------------------------|
| Weronika Banska (WB)          | International Board of ELSA |
| Sina Gertsch (SG)             | International Board of ELSA |
| Carlos Eduardo Pereira (CP)   | International Board of ELSA |
| Nikos Fifis (NF)              | International Board of ELSA |
| Francesco Bondi (FB)          | International Board of ELSA |
| Maja Rajić (MR)               | International Board of ELSA |
| Ilke Yilmaz (IY)              | International Board of ELSA |
| Francisco Arga e Lima (Chair) | ELSA Portugal               |
| Lucija Tacer (Secretary)      | ELSA Slovenia               |
| Tova Lindqvist (Secretary)    | ELSA Sweden                 |
| Sabina Cahangirli             | ELSA Azerbaijan             |
| Canelle Roseau                | ELSA France                 |
| Ghazala Nauzeer               | ELSA France                 |
| Aušra Abraitytė               | ELSA Lithuania              |
| Dagnė Kemežytė                | ELSA Lithuania              |
| Andrine Holte                 | ELSA Norway                 |
| Bruno Cruz                    | ELSA Portugal               |
| Emelie Djerf                  | ELSA Sweden                 |
| Basil Schaller                | ELSA Switzerland            |
| Suzan Candan                  | ELSA Switzerland            |
| Yuri van Steenwijk            | ELSA Switzerland            |
| Cemre Ecem Eren               | ELSA Turkey                 |
| Arsal Rehber                  | ELSA Turkey                 |
| Defne Polat                   | ELSA Turkey                 |

*Chair opens the workshop at 14:01.*

*IB welcomes participants and officially opens the meeting.*

**ELSA Switzerland:** I have 2 topics to talk about. First related to ISM and ITM. Since I thought the workshop was cut short. Following the talk I had during socials, it was brought up that there was a misunderstanding about the context of the ITM. I do not think it has to only have training, the focus does not need to be only on training but also leaving open the possibility to have area workshops as well given by IB. This came up because of the name.

**SG:** The problem is, we need to see what is regulated in the DB on who is attending. When we look at who is attending, it's the SecGen or substitute and up to 7 ITP trainers. In the DB right now, the only possible way of having the ITM is with trainers. That is why we had to plan with it that way. If the Covid situation continues and we can't have it physical next summer, we can of course have area meetings, but as it's stated in the regulations right now, only 7 trainers and SecGens attending if it was physical.

**ELSA Germany:** I agree with ELSA Switzerland, but I see one huge problem with the ITM. By cutting time we are losing knowledge transfer. If we were to do it area workshops at the ITM, you

would have vastly different standpoints of knowledge in national groups. But then NB has only 3 officers who have good transitions and only a couple know a lot but not the whole board.

**ELSA Switzerland:** Maybe I was unclear or used the wrong words. If I remember correctly, it was always the goal to have a newer officer, to train them in a sense. I don't mean area workshops when we have them at the ICM, but more in a knowledge management way to not only give soft skills training but also talk about what does AA do, what does S&C do, what does PD do. You can have it in a more condensed way where you split it up into supporting areas and key areas. Should be a general knowledge transfer and not discussion of specific issues. That was my understanding when we talked about this. It would counteract only having ITP training.

**SG:** That is the issue, the ITP trainers have been removed from the association too long so they are not aware of the current projects and that is why we would like to restructure the ITM. Whether to remain a physical meeting so that 3 people can attend or a combined structure like we have tested before but online. Do you want to continue what is planned and stated in regulation (focus on training) and we won't be able to cover area knowledge or do we want to rethink this whole structure and still catch all officers?

**WB:** We will simply continue this discussion, because you expressed this during the workshop. You don't want only soft skills training. Only training in general. If we are talking about trainings, it's not area workshops because that's impossible, the trainer can't give you the area workshop. We will continue this discussion. Open calls will continue to try and find this mix structure to have the training and to cover area workshops and find suitable format for this, because the current is not.

**ELSA Ukraine:** I remember the reasoning and problems when these changes were implemented. I am concerned about focusing only on the new member of the board and ITP association in general. I think it is important to involve trainers in there but if it is possible maybe not as a physical but online event, to have some other area workshops/knowledge or make it a separate event. To have the network meet each other before the ICM. That would be nice. We do not have many people attending international events and so the knowledge was not given to national officers. This year we could all attend because it was online, but this year it was completely different. This is why I think this area can't be removed because they are very much important.

**ELSA Germany:** I want to ask the IB if you had the possibility to talk about international transition calls - to combine international transition calls and the ITM for officers who do not have the opportunity to join.

**WB:** We discussed briefly the possibility and the answer if we are not against having additional calls with the officers, our only concern is that we have the biggest issue with inactive countries. All of the calls which are organised we have a group of people, a group of officers appearing on these calls. On our side it's not a big issue to organise something additional, the only thing is that we're in the position that even if we reorganise this, we can't be sure that transition will be covered. Reaching out to some countries and officers is extremely hard on some platforms. But if there is the network demand to have something like this, we can definitely work with our successors on implementing this structure. It's not necessary to put into regulation now, it depends on the situation from year to year. One call plus or minus is not making a significant difference in our work, so it's definitely possible.

**ELSA Switzerland:** Second issue is more general, my NB and others have an issue with the decision of the IB to not do an open call about the autumn ICM. It is important to have this call because there is a possibility that this will be an option in October. We have regulations that if

there is no host 6 months before, then the IB needs to organize the ICM and the general issue is that it is not in the competence of the IB to make such a decision at this point. Such important decisions should be made by consulting the network in advance. If we have an open call and there is no application that is a different message. I would ask you to open this call.

**WB:** First important point to mention here is that, with opening the call for the autumn ICM we haven't decided that we won't open it at all. We won't open it right now. We want to do this, this was the internal discussion that we want to include our successors. We will have successors in April, it makes the buffer for 6 months when we can actually include the opinion of the new people in the discussion. Of course they aren't so experienced, it's not the situation when they know everything, they will have to learn before the transition, but they are supposed to have something to say in that sense. Because of the deadlines and time, we believe that we can open it - if the new board will express the will that they want to proceed in that sense.

The other argument is that while we are opening the call the procedure to prepare an application requires preparation (accommodation, agenda, venue...) and current circumstances do not make these kinds of discussions easy and are abstract. Hotels will be open for a night, but these discussions are very abstract. We wanted to avoid that you put efforts in something that is really unstable. This is after cooperation with ELSA Turkey and Czech Republic we saw it was frustrating.

Internal decision is that we will not, as a board, be putting the network in the situation that we will find a host and people to talk no matter what. Opening the call for the sake of opening is not our goal, if it's the new board's will, we will do this. It will be their ICM. If we end up with a situation where there is no host, then IB is obliged to find a solution, and we will introduce necessary measures. Not even a question. The case of opening the call for the autumn ICM is not the same as doing projects, the call is simply postponed.

**ELSA Finland:** Correct me if I am wrong. Is it not the value of the organizers of the ICM to be recognized on the ICM level? Are you planning on deciding on the planning of the ICM?

**SG:** ICMs hosts are elected by the Council 3 ICMs in advance, if they're not elected then it is the internal call and the IB appoints them.

**MR:** On our spring ICM we can decide on ICM 2022.

**SG:** Since we didn't elect hosts for the next 2 ICMS already, these can be appointed by the IB.

**ELSA Switzerland:** It is 2 ICMs in advance according to the statutes. To the other point, I understand your reasoning. The regulations we have are clear and even if we want to involve the next IB my issue is that it is very late! Then opening a call - it gets really close to the 6 months deadline and I do not want the new IB to be in a position where they do not have a choice, opening the call now does not mean you need to decide now, but you can at least have applications. That is my main point with opening the call earlier. It gets very close. I know it is not easy.

**SG:** I get what you're saying, it's not like we're not talking to groups, we have a group that is interested and have been talking to them via their coach, and they are still interested. We just don't want any financial damages. When Carlos and I were working with ELSA Brno with this ICM, they were supposed to pay the hotel 80% of the cost in November. This is how hotels work, they just try to secure their money. Brno were so lucky that they didn't have to pay that, because if they had to, we would have a Local Group in financial ruin and a NG that would be extremely unhappy.

We would have to decide if the Local Group should cover this or whether they could take money from the participants. So you see, there is no good outcome due to the uncertainty right now. We are just trying to not create anyone any losses. It's a lot of money having an ICM for 300 people. We all want to have an ICM, I would have loved it, but we're trying to make the best decision here. I know you're frustrated, but believe me, we are too.

**ELSA Germany:** A question, do we have a plan if we do not find a host 6 months before the ICM and there are no corona restrictions, because then the new IB needs to organize an ICM in 4 months?

**SG:** This is why we are making plans, we are making sure that we will be able to have an ICM in any case, but as I said we're just trying to make the best decision here. If you would like me to open a call and risk financial damages to groups and participants, I will follow your instructions. In my conscience I think we have reached the best decision for now. Of course we will support the incoming IB in any way we can.

**ELSA Czech Republic:** We organized KAM that was cancelled and only 2 countries paid. If we have something online it is better to postpone the decision.

**ELSA Turkey:** First of all I can understand and to some extent agree with Switzerland and Germany, but as we were trying to organise ISM and ICM the biggest issue was, not only the hosting group, but the financial problems that the participants might have in the long run. We were having calls as the event was getting closer, and the biggest problem in general. Organising an event in 6 months or even in 3 months isn't even a problem. The main problem is this uncertainty, if the event will take place, if we will be able to repay participants. This should be a concern of ours. I believe the following IB will be able to create this event within 6 months if physical meetings will be possible. We are more than happy to share the plans we have in our heads to make it possible.

**ELSA Belgium:** Maybe I do not know how this works, but I think the main concern is to avoid unnecessary costs in relation to cancellations. (*IB thumbs up.*) In such cases, what ELSA Switzerland mentioned about making applications and I do not think gathering applications has anything to do with getting into specific agreements and paying hotels. We could go into applications without booking the hotel.

**SG:** I just don't see why you need me to open an official call if we're not going to appoint them. We are in communication with one group that is interested, we're not neglecting ICM autumn 2021, we are thinking and planning, we just don't want to make an official decision if it means that this group will create or undertake financial obligations of any kind. We are not just leaving this, we're not ignoring the ICM. We're planning and trying to make sure that if it happens physically - we will have a host.

**ELSA Switzerland:** I have to say knowing that there is one group in mind puts my mind at rest a bit. I understand the reasoning now more, but I am also concerned about financial losses for the IB if they need to organise. That was my main point why I wanted to bring this issue up. As a final remark, the issue of ICM I would have appreciated an open call prior to such a discussion, given to the importance of ICM decisions like that should be made in accordance with the network.

**ELSA Finland:** What I gathered from this conversation is that the Council feels a bit overstepped. I wanted clarifications on why this was like this. No reasons, it was just stated and I feel like it has

clarified this a lot for me. I'm very happy to have reasons and it makes sense for me. For the future it would be nice to make it a bit more openly communicated.

**ELSA Finland:** About ICMs I would like to hear the idea behind moving the next ICM by a week at this short of a notice?

**MR:** We just moved the dates back to the original date that it was supposed to be at the beginning. First it moved one week because of hotels and events happening in Brno, but then it was moved back because of projects here like STEP had things planned based around the calendar around the ICM. Either move the cycle 2 of STEP or just move the ICM back to where it was supposed to happen in the first place.

**ELSA Germany:** This is a wish for future handling of these situations. All of our NB and LG need ICM dates so it throws us off guard. It would be good not to shift everything around. Regarding STEP the original plan was to update the STEP calendar. We're counting on you for the dates.

*WB saying thank you for participating and thanking everyone involved.*

**WB:** We're going to work further and we have recommendations from your side. Sooner or later things will happen. Definitely everything, we have notes and excels, so now we will simply work on this great material. Pretty intensive work until ICM and also further.

**ELSA the Netherlands:** Thank you for organizing and the socials. I have one point for the future. Sometimes the questions we were given were very broad and so people were discussing very different aspects. More precise questions would have been more productive.

**ELSA Switzerland:** First of all, thank you. The whole IB and you Weronika. I think it went very well, going into a new experience and not knowing how to do it. We talked about important issues, just for future, and a bit of feedback. I really like the idea that ELSA Germany brought up this morning with alternating workshops just because... for online it worked really well to have half a day, but future events might be more physical and it would be nice. Would give us more time to talk about certain topics. Now for the ITM and CoC it was quite a short time, which for strategy meeting and planning long term ideas and strategy, it requires a bit more time to talk about in the entirety. In general I was very happy, thanks.

**ELSA Romania:** I would like to thank everyone. ELSA Switzerland said what I wanted to say. It was not as tiring since it was not 8-10 and for group 1 it was a great schedule. We did not have much time for some discussion, maybe to have a longer time to talk for each group. End a bit later and start earlier. To have enough time to talk of all the things we need.

**ELSA Turkey:** First of all again, as everyone, I would like to thank IB and secretaries and chairs. It's hard to handle 24/7 sitting in front of the computer and trying to handle the stuff. I think it was a wonderful event to have in an online manner. It wasn't as boring as in the past, having an event in front of a computer. It makes us feel as a part of change that we have been looking for. Socials were really fun, we had time to chit chat and get to know each other better. Thank you to everyone.

**ELSA Belgium:** As ELSA Turkey mentioned, I am happy to see that we are trying to tackle problems. But I think that because ISM is supposed to be important it would be better for the future (especially physically) to inform the topic before applications. For me, I feel we talked a lot

about the key areas but the key areas were not represented. I am fearful that at the next ICM the officers of key areas will be mind blown about our ideas since they were not involved in this ISM.

**ELSA Belgium:** I think an alternative maybe, if it's impossible to say the topic much in advance, be very specific with that the IB proposals were in the WM so we can discuss in detail. We ended up calling in the breaks for STEP and such to discuss. A bit more precision could be beneficial. As a separate comment I think that was really amazing about this ISM, was the meeting with the founding fathers. We are probably all grateful for having this, thank you.

**ELSA Greece:** I agree with Valentin. The solution is to discuss topics in key areas. Personally, I would like to thank everyone. Big shout out to the whole IB. During the past 5 days we made history and we can be proud.

**ELSA Portugal:** Thank you all for participating, it was a pleasure to be your chair. Thank you IB for organising this first event. It may have its flaws, but it's the first one and I think it went really great. To IB and especially Wera. Thank you to our secretaries for their amazing work. Thank you to everyone for helping us deal with you all, a great pleasure.

**WB:** Arga did what I wanted to do. I would like to thank you for your feedback and comments. They are very important. Definitely a lesson to learn.

*Thanks everyone! Officers, participants and everyone.*

*Chair closes the Workshop at 14:55.*