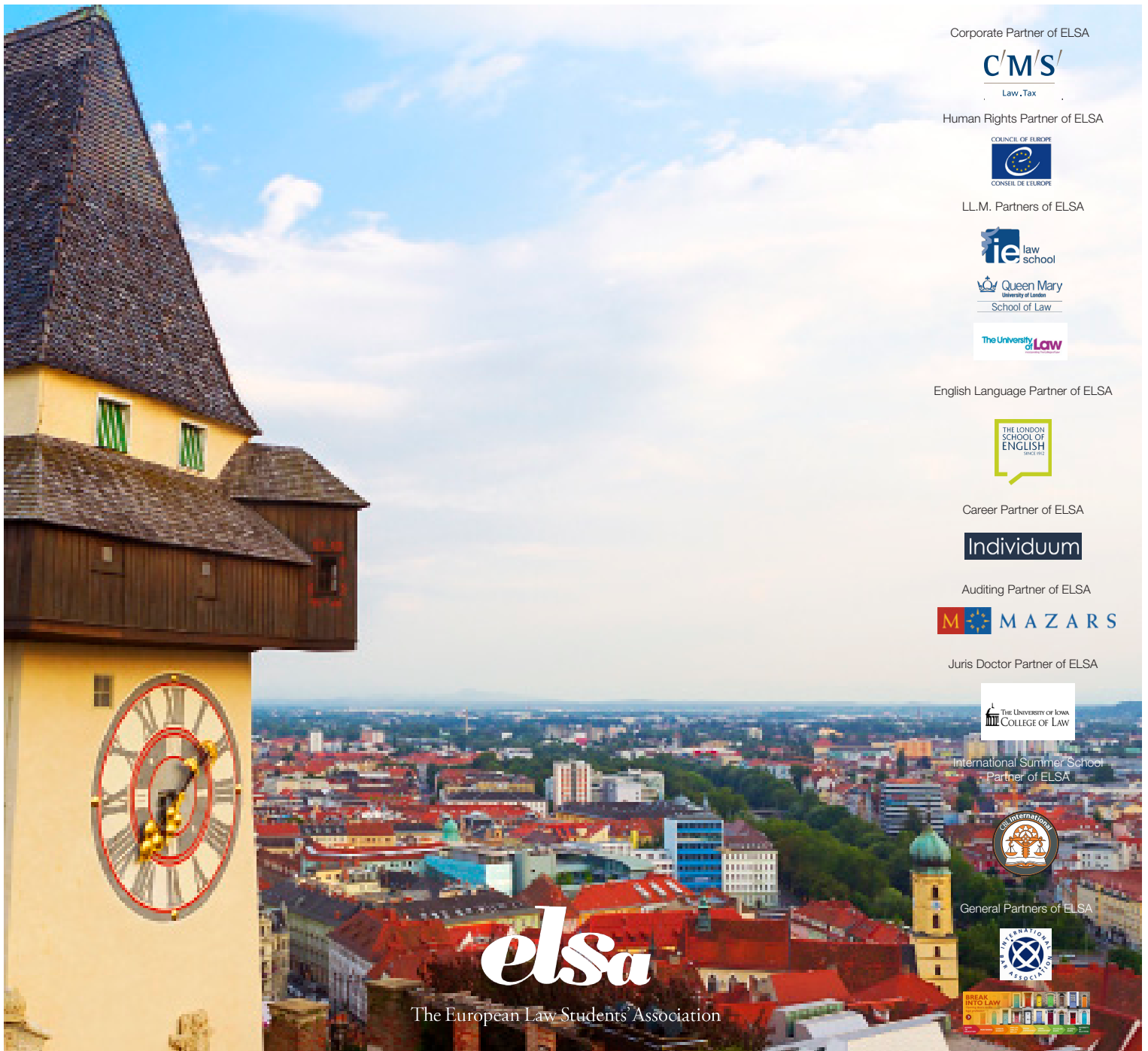


XLIX International Presidents' Meeting

MINUTES

Graz, Austria
27th - 31st August 2014



Corporate Partner of ELSA



Human Rights Partner of ELSA



LL.M. Partners of ELSA



English Language Partner of ELSA



Career Partner of ELSA



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Juris Doctor Partner of ELSA



International Summer School Partner of ELSA



General Partners of ELSA



elsa

The European Law Students' Association



Wednesday 27th of August 2014

Opening workshop

List of participants:

Name	ELSA Group	Voting
Katja Schager	ELSA Austria	No
Matthias Zecha	ELSA Austria	No
Simon Fink	ELSA Austria	No
Thomas Esslinger	ELSA Austria	Yes
Bayram Orujov	ELSA Azerbaijan	No
Aynur Huseynova	ELSA Azerbaijan	No
Elchin Abiyev	ELSA Azerbaijan	No
Fatima Mammedli	ELSA Azerbaijan	Yes
Aldijana Alic	ELSA Bosnia and Herzegovina	Yes
Verdan Stankovic	ELSA Croatia	Yes
Ian Donhal	ELSA Czech Republic	No
Marek Skultety	ELSA Czech Republic	No
Filip Drnec	ELSA Czech Republic	Yes
Marcus Niin	ELSA Estonia	Yes
Anna Haipola	ELSA Finland	Yes
Iida Kuustrainen	ELSA Finland	No
Sebastian Maurer	ELSA Germany	No
Elisa Novak	ELSA Germany	No
Ferdinand J. Huathow	ELSA Germany	No
Rahwa Efrem	ELSA Germany	Yes
Denise Schwarz	ELSA Germany	No
Stefania Efstathiou	ELSA Greece	Yes
Marko Dolenc	ELSA International	No
Armin Khoshnewiszadeh	ELSA International	No
Federica Simonelli	ELSA Italy	Yes
Haakon Rønn Stensæth	ELSA Norway	Yes
Erlend Serendahl	ELSA Norway	No
Paweł Podjacki	ELSA Poland	Yes
Matej Sadlon	ELSA Slovak Republic	Yes

Carlos Sesena	ELSA Spain	Yes
Nicolas Haas	ELSA Switzerland	Yes
Mihaela Angelova	ELSA UK	No
Chad Blackman	ELSA UK	Yes

The President of ELSA International opens the IPM in Graz on 27.08.2014 at 3 p.m.

Presentation of the participants and their expectations for the IPM.

Election of the Workshop officers

There are 16 voting countries present

Chair

EI proposes Anna Haipola from ELSA Finland, ELSA UK seconds

15 votes in favour

0 votes against

1 abstention

Total amount of votes: 16

Secretaries

ELSA UK proposes Mihaela Angelova from ELSA UK, ELSA Norway seconds

15 votes in favour

0 votes against

1 abstention

Total amount of votes: 16

ELSA Germany proposes Sebastian Maurer from ELSA Germany, ELSA Poland seconds

15 votes in favour

0 votes against

1 abstention

Total amount of votes: 16

Director for ELSA Spirit

EI proposes Alex Adamou from ELSA UK, ELSA Norway seconds

15 votes in favour

0 votes against

1 abstention

Total amount of votes: 16

A welcoming speech by Marlene Kager (Head of OC)

Workshop rules

1. *Respect the Director for ELSA Spirit*
2. *Respect each other's views*
3. *KISS (Keep It Short and Simple)*
4. *State name and country*
5. *Speak up*
6. *Use finger rules*
7. *No phones*
8. *Be on time*
9. *Work hard, play hard*
10. *Respect the secretaries*
11. *Pay attention*

Approval of the agenda

16 votes in favour

0 votes against

0 abstention

Total amount of votes: 16

Closing the WS at 13.30.

ELSA International update

List of participants:

Name	ELSA Group	Voting
Erik Muckenschnabel	ELSA Austria	No
Katja Schager	ELSA Austria	No
Matthias Zecha	ELSA Austria	No
Simon Fink	ELSA Austria	No
Thomas Esslinger	ELSA Austria	Yes
Aynur Huseynova	ELSA Azerbaijan	No
Bayram Orujov	ELSA Azerbaijan	No
Elchin Abiyev	ELSA Azerbaijan	No
Fatima Mammedli	ELSA Azerbaijan	Yes
Aldijana Alic	ELSA Bosnia and Herzegovina	Yes
Vedran Stankovic	ELSA Croatia	Yes
Filip Drnec	ELSA Czech Republic	Yes
Ian Donhal	ELSA Czech Republic	No
Marek Skultety	ELSA Czech Republic	No
Milos Pupik	ELSA Czech Republic	No
Frederik Husum	ELSA Denmark	No
Mads Lorentzen	ELSA Denmark	Yes
Makar Holst	ELSA Denmark	No
Marcus Niin	ELSA Estonia	Yes
Anna Haipola	ELSA Finland	Yes
Iida Kuustrainen	ELSA Finland	No
Jussi Raitanen	ELSA Finland	No
Denise Schwarz	ELSA Germany	No
Elisa Novak	ELSA Germany	No
Ferdinand J. Huathow	ELSA Germany	No
Rahwa Efrem	ELSA Germany	Yes

Robert Vierling	ELSA Germany	No
Sebastian Maurer	ELSA Germany	No
Stefania Efsthathiou	ELSA Greece	Yes
Marko Dolenc	ELSA International	No
Armin Khoshnewiszadeh	ELSA International	No
Antonio Picone	ELSA Italy	No
Federica Simonelli	ELSA Italy	Yes
Erlend Serendahl	ELSA Norway	No
Haakon Rønn Stensæth	ELSA Norway	Yes
Nils Sveingard	ELSA Norway	No
Pawel Podjacki	ELSA Poland	Yes
Matej Sadlon	ELSA Slovak Republic	Yes
Carlos Sesena	ELSA Spain	Yes
Isabella Rosman	ELSA Sweden	No
Lotta Naatsaari	ELSA Sweden	Yes
Nicolas Haas	ELSA Switzerland	Yes
Majid Zaddi	ELSA The Netherlands	Yes
Fejir Ugurlu	ELSA Turkey	Yes
Alexander Adamou	ELSA UK	No
Chad Blackman	ELSA UK	Yes
Mihaela Angelova	ELSA UK	No

Chair opens the WS at 15.00.

Chair: Can all the new-arrivals introduce themselves before we proceed with the workshop?

ELSA Denmark, ELSA Czech Republic, ELSA Austria present themselves.

Chair: I give the floor to ELSA International.

AK: We will start with a short presentation. However we would first have a short announcement of the IPM Challenge.

Short presentation of the ice-bucket challenge.

Chair: I would like to remind about the National Drinks.

ELSA Slovak Republic: I would like to pose the following question: Is it allowed any kind of ELSA members to attend the IPM according to the ELSA Statutes and Orders?

AK: Taking into consideration our regulations – the matter is subject to interpretation. However, the document is made a long time ago and might not reflect the necessary reality today. The interpretation of the rules is subjective and there is no need for strict implementation of it. A possible change might cause additional problems and would be time-consuming activity as well.

ELSA Slovak Republic: Are there any other changes that need to be made?

ELSA Czech Republic: I would suggest passing a motion for amendment for the ICM.

AK: There is a certain degree of flexibility when interpreting the Statutes – it is just like the way Courts interpret the law.

ELSA Austria: If we do not amend that requirement – is it possible that in future someone could claim that the meeting was not accredited due to ignorance of the ELSA Standing Orders?

ELSA UK: In order for this meeting to be authorised and in compliance with the ELSA Statutes and Order, in my opinion the IPM has to pass a resolution, stating clearly the fact that we have paid attention to that matter about the interpretation of the Statutes so that later on no one can claim that we have acted unlawfully and disrespectfully.

ELSA UK: If this issue is not settled, it might raise some follow-up problems and as a result I do believe that this is an important matter to discuss. If someone's participation in the meeting is unlawful according to the ELSA Statutes. That means that it would be also unlawful for this person to have voting rights as well, right?

ELSA Bosnia and Herzegovina: As we are already here and the meeting is already taking place, this discussion is needless as we cannot change anything. Therefore, I propose to end the discussion.

ELSA Poland: Why don't we create an input paper for the upcoming ICM?

AK: This is not the matter of this workshop so I would suggest postponing the topic for later on when we would have more time to discuss it.

ELSA Czech Republic: I second the motion to wait and later on to make a suggestion for an amendment.

Chair: Are there any arguments against the AK's suggestion? No. Ok. We have agreed on that.

AK: We can now continue with the workshop on the topic of ELSA International Update.

AK: Firstly we want you come and visit us at the ELSA House! If you are organising study visits, you are always welcome! What we do is short presentations and having dinner afterwards. We would love you to see what we are doing and how we manage the work in the house.

AK: Now I want to ask you what you think we are working on at the moment.

Suggestions from all National ELSA Groups.

AK: We have already started working on some of the matters you have mentioned.

AK: As to the question about the ICM working materials – we will start working on them as soon as I go back to the House. As you know the period between the IPM and The ICM is very short this year.

- ✓ We have already appointed an IT Specialist who will be working alongside with our team.
- ✓ We are currently finalising the Synergy, soon it will be printed and shipped to all your National and Local Groups.

- ✓ Tanja is working on Moot Court Competition. On 15th September we will launch the EMC2.
- ✓ We will announce positions available in the team of ELSA International. We hope many of you will apply to be Directors and Assistants.
- ✓ Anneloes, the previous president of ELSA International, was thinking of organising the European Job Fair. However, taking into account that such kind of events are commonly organised in almost all of your countries, our event has to be with different conception so that people will find it worth-visiting and there might be some plausible possibilities for attendants to secure a traineeship.

MD: We are thinking of opening a call for Directors and Assistants for the ELSA Summer Schools as well as some of the other ELSA events and projects to support International Board.

MD: We also have to attract more people to take part in the Delegations so that we can enhance the Human Resource involved in Delegations' Team.

ELSA Bosnia and Herzegovina: Have the International Board secured an academic partner for ELSA Law Review?

AK: We have contacted legal professionals who we have asked to review and select the articles which are to be included in the first edition, however we still do not have a confirmation. Apart from that we are securing a partnership with the Pyramid Group for printing the hard copies of the edition. Olav is working on this project and he is also responsible for getting the project completed.

MD: It has been really hard to find academic support and native English speakers (or people with proficiency level in English) to edit the articles.

ELSA Slovak Republic: What are the other expenses for issuing the ELSA Law Review?

MD: We are still negotiating with a company called the Pyramid Group regarding printing. They seem to want to do it for free, but we are still talking with them about this. We don't see any other major cost at the moment.

MD: The Pyramid Group is also involved in publishing Legal English publications and they could offer us additional help such as proof reading, editing and reviewing the articles.

ELSA Slovak Republic: Isn't it a good idea to ship ELSA Law Review and Synergy together so we would save on shipping expenses?

MD: Synergy is printed in another country by another company and it would not be possible to do this.

ELSA UK: I would propose that ELSA UK can take care about securing native speakers for the editorial team.

AK: I do not feel that being a native speaker is enough. The person must feel confident in correcting the grammar and editing the legal English terms. In addition, we cannot close the positions to UK students only, we should open it for the people whose English level is proficient as well, even though they are not native speakers. This can easily happen by setting up standard requirements for the applicants.

ELSA Austria: In my opinion, people studying in the UK will cope with editing better.

AK: An update about the Essay Competitions - there will not be any organised by the International Board this year. We might have one in connection with the LRG on the European Social Charter, but this would only be for the researchers. We are still in the early stages of that process.

MD: However, we are open to any suggestions about Essay Competitions and we would provide you with the help needed if you decide to organise ones yourselves.

ELSA Slovak Republic: I think that people are not generally interested in participating in essay competitions. Maybe there are not that many submissions because people do

not know about the competition. In my opinion, we should promote the essay competitions better. I would suggest that ELSA International should come up with a promoting material about all the planned events on international level every single year and promote these events during all the International events.

MD: We will further discuss the matter with the essay competitions at the ICM. We will now proceed with general information about the Christmas Cocktail which is taking place on 13.12.2014.

ELSA Bosnia and Herzegovina: Will the Christmas Cocktail be open for our National Sponsors as well?

AK: It will be better to invite them to the International Partner Meeting in January. But there might be a possibility to invite them at the Christmas Cocktail as well. At the Christmas Cocktail we would like to invite only partners that we know really well and who are acquainted with our organisation as well.

ELSA Austria: So you would suggest that the Christmas cocktail is not the best event to invite partners to?

AK: The Partner Meeting is the better event for this purpose.

MD. We are now entering the second part of the workshop. Here will provide you with information about the events planned ahead. Regarding mid IFP conference, they have been able to reduce the participation fee and now it is only 20 euros per day. When it comes to the ELSA Day we do not think that there is need for specific theme for ELSA Day, though this year we came up with a suggestion to focus on “Social Responsibility”. On ELSA Day, DLA Piper can offer some trainings and workshops at their offices across Europe for all ELSA members. Furthermore, in the IFP we would try to find which trainers are active as Alina wants to figure out which are the really good trainers.

ELSA Slovak Republic: Is there an existing list of the present trainers online?

AK: No.

ELSA Greece: Do you know when the call for the new ITP trainers opens?

MD: Every two years in spring because during Transition time Train the Trainers Week is taking place where the new trainers are recruited.

AK: We are thinking of getting in touch with ELSA Alumni and choosing the most motivated applicants. We will try to figure out which ITP trainers are good and exclude all those who are not.

MD: Membership Fees – we are still collecting the membership fees. We still miss a lot of the membership fees but we expect to collect all of them by the ICM in Bodrum as it is a common practice not to receive all the supposed income before the ICM. Those groups who do not pay their membership fee do not have any voting rights. But it is not a secret that some countries do not comply with regularities until the ICM. This is a really important issue to be taken into consideration because forfeiture can really destroy the membership of any National ELSA Group.

MD: Some information about the Legal Research Group on the European Social Charter.

ELSA Finland: Will there be a Director for Legal Research Group? And do you recommend that any National Board should have a Legal Research Group Director?

MD: Appointing a coordinator would be a good idea, though this is a recommendation only and there is no need for appointment of a director since the workload is not that big.

AK: An update about the Partners' Reception in Brussels. You are all welcome to come. You are able to invite the National Partners so they can get to know our organisation better.

Is there anything more that you want to know about the Partners' Reception?

ELSA Poland: Have you made any steps for the online platform of ELSA and getting back the money which has been invested in the previous ELSA online projects?

AK: We have issued a call for more IT Team members. As to the issue with the money invested, the person who was in charge with the completion of the task was given to be given € 4000 (a majority of the money was given to him, but not all). He gave the impression that there is not that much work to be done, but the IB two years ago ran into problems with the developer and after several attempts to finish the project they finally asked for the money back due to his inactivity. We are not working with ELS to try to get the money back.

ELSA Switzerland: Could you please elaborate on and give us more information about matter with getting back National Groups such as ELSA Russia?

AK: Last years' board had contact with representatives from ELSA Russia and they were trying to get things back on track. I have not had any contact with anybody from Russia yet, but I will be contacting them soon to help them in re-establishing them and re-joining the ELSA Network.

ELSA Switzerland: Are you working on securing an additional internal auditor for ELSA International?

AK: We have not found anyone yet, and Lauri has to my knowledge not been able to find anyone either.

ELSA Switzerland: What will happen if there are not enough internal auditors regarding legal consequences, etc?

AK: I have to double check that.

ELSA Poland: When we do not have enough auditors, it is the external government auditors who audit us. Is it the same for ELSA International?

AK: I have to double check that.

ELSA Switzerland: What is happening with Mazars?

AK: There was an idea to get a new auditor partner who would also pay to us. Our auditor partner Mazars never paid the fee they were supposed to pay us.

ELSA Denmark: Taking into the consideration the problems with the bank, do you think that we have to change it or probably get a new bank partner?

AK: We were experiencing great difficulty with the bank, especially with the English language fluency of the employees. However, after a meeting we were assigned an employee who is really competent and did his job well.

ELSA Czech Republic: I would suggest opening a new separate account for EDF.

AK: A second account has already been created.

AK: One more update – we have three members in the International Board from countries that are not EU members - Ukraine and Turkey - and they are on their short-term visas. Our lawyer is helping them a lot but in the worst case scenario they will not be available to get long-term visas and we are really worried if they will be able stay in Belgium attend the ICM in Cluj-Napoca

ELSA Poland: Can we help them with the visa matter in any Polish offices?

AK: Unfortunately, there is nothing you can do for them in Poland.

ELSA UK: Wouldn't it be worth to speak to the minister in the Belgium Government, the Head of the Immigration in the country about the matter that each year ELSA have elected members who are citizens of countries outside of the EU and who should be accommodated at the ELSA House for a year?

ELSA Germany: One of our Patrons is the former minister of Justice in Germany and she might be able to help with the matter.

AK: In Belgium we can send a recommendation letter from ambassadors but it is much valued if these letters are issued by a Belgium institution.

ELSA Switzerland: What about taking advantage of Youth in Action grant?

AK: The Youth in Action Grant – we are not receiving this grant any more. We are focused on getting the ERASMUS+ grant back so that we can secure the internships of these people (non-EU) on the International Board.

ELSA Czech Republic: Can't they apply for visas in a couple different countries so that there would be higher possibility for these people to get visas?

AK: We hope we will cope with that matter as soon as possible as ELSA has a limited budget and it cannot go on forever. All options however have been exhausted. If you have more questions we can have an informal discussion about that later on.

ELSA UK: Don't you think that even if they get the visas, we should create a working mechanism to prevent that happening in future?

AK: We will definitely work towards finding a long-term solution to this problem.

Chair: Has this been everything? If yes, let's have a short break and an energizer!

Chair: We are behind schedule so let's KISS.

Armin has a presentation of the OYOP of ELSA International.

AK: The chosen focus areas: *Communication* – we will try to answer enquiries quickly and we will be there for you; *Profile of ELSA*: two diff interpretations – identity and the graphic image – the way in which ELSA is viewed by externals. We have to elaborate on the Human Rights definition in ELSA. On the other hand further elaborate on how do we want to look – templates, Power Point materials, the logo etc.

MD: Now we will have a look at the *Legal Education* – we want to improve this area. We did not obtain any academic partnership last year and we will be working hard to improve the academic quality of the events. We will encourage the local groups to organise events on National and International level complying with the ELSA regulations.

AK: The fourth focus area is *Strategic Implementation*. ELSA have adopted new strategic goals for 5 year period. In the first year we were trying to define what these goals mean. Now we are in a period of implementing the strategic goals.

MD: We have also decided to focus more on *Human Resources' Strategy*. We will announce the position of Director for Human Resources after the ICM most likely.

ELSA Slovak Republic: What will the role of the Director for Human Resources be?

MD: He or she will work on creating a Human Resources strategy.

AK: *Financial Stability* is also something we will work hard to guarantee and this is also a matter which has to do with ELSA external relations. Last year we signed a lot of partnerships. A very big area is to maintain the sponsorships we have already secured. Secondly, we aim at finding new partners. In terms of Project grants – this we think will be a very good way to fund the activities. There are also Operational Grants might be alleviation to our financial difficulties.

MD: As to the *IT* matter – we have decided to put our efforts in facilitating the ELSA activities through searching for effective IT Solutions.

AK: This was as a result of the fact that every time ELSA tried to find a solution for our IT matters, it has always been a failure. So now we want to analyse the situation for solutions and then take an action.

AK: We would now want to go briefly through the BEE OYOP. Some updates about the handbooks and electronic copies – Implementation Manual. There have been a couple handbooks which are almost completed but they have not been published yet. They will come out this year.

ELSA Slovak Republic: What would you like to get from an IFP partner?

MD: They will help out with all the events we organise in the IFP area. Our aim is to have at least one IFP expert to give us advice and professional support.

MD: Alina is trying to improve the ITP. Also, we have to discuss what we want from our Human resources Strategy and they will proceed with working on the matter.

AK: How many of you have already created the OYOP? (People raise your hands) Do you have any tips and tricks of how we can facilitate the process of creating the OYOP?

ELSA Bosnia and Herzegovina: It is best to contact National Groups which are similar to yours in terms of number of local groups as the different types of National groups experience different issues.

ELSA Finland: We created this: we made each of the Board Member write a paragraph with what is important and in interest of them so that we can decide upon the nature and the topics of the events.

ELSA Germany: We had two professionals who helped us out with the creation. Firstly, we all made an individual list. Then we discussed the ideas with the professionals.

ELSA UK: What we did was the following: Each person created their own OYOP. Then each one of us looked at the suggestions of the others. After a discussion we excluded the activities which did not have feasible implementation.

ELSA Finland: We created a Google Document where everyone was able to fill in their suggestions.

ELSA Norway: We listed our specific goals and collated them into one document, and we also focused on the needs of the members. The national board is chosen by the local groups and work for them.

AK: Do you ever look at the OYOP once created?

ELSA Bosnia and Herzegovina: My Board members are usually interested in fulfilling the OYOP so they go back to it regularly.

ELSA Switzerland: During each of the committee meeting we discuss what is on the OYOP in the near and distant future.

AK: I posed that question because I have the feeling that the OYOPs are not strictly followed by the ELSA groups. The groups usually go through the process of brainstorming, which is the hardest part, but then they do not implement the goals fully.

Chair: I close the workshop at 15.57 and open the workshop on the topic of: Partnership Opportunities.

Armin has a presentation of ELSA International's partners

AK: Which one of you cooperate with CMS?

ELSA Slovak Republic: I tried to contact CMS and they replied that they are not interested in co-operating with our local group.

ELSA Bosnia and Herzegovina: Last year one of ELSA Bosnia members had a personal relation to one of the CMS professionals on a high position and then we contacted the IB so that they can provide us with contact details of CMS on International level so that we can proceed with the process of contacting CMS. Then Petra replied that it is not that easy to allow the contact with CMS because ELSA International is not sure that our national group will be able to represent ELSA in the best possible way, and in the end it might result as a problem for them. As a result, they denied providing us with contact details.

AK: I understand the reasoning behind the denial as ELSA International do not have the resources to regulate the partnerships which the National Groups set up.

AK continues with the presentation.

ELSA Poland: Will the DLA Piper Opportunities Document be sent to us?

MD: Yes.

AK: I would like to ask you who do you work on national level.

ELSA Estonia: We used to have four main partners proving a large amount of money. They are firms based in Estonia. We try to provide something new for them every single year.

ELSA Czech Republic: We work with law offices i.e IT Lawyers who are our multi partner. We had one partner with whom we have not been in touch for three years. They were paying the negotiated amount of money every single year but we did not

contact them for that period of time and therefore we started organizing Partners meetings more often.

ELSA Slovak Republic: Our biggest Partner is TaylorWessing eInIwIc. We also cooperate with an electronic legal system, which is not a financial partner, but they support us with discounts for ELSA members and they provide for us also some free logins into their systems, which we usually use as rewards during our national competitions. Another kind of partnership is a project partnership regarding our legal magazine. Our key partner here is the biggest Slovak legal magazine. The core of this cooperation is the fact that our magazine goes with their magazine as an attachment.

ELSA Bosnia and Herzegovina: We have only one general partner since December which is E&Y. Our partnership goes pretty well. They give us a decent amount of money and it is a one year contract. We have a partnership with the Faculty of Law who are our Partners for all our local events. We are partners with one law firm which also deals with legal publications and we hope to secure STEP this year. We have signed an agreement with the Apple retailers in Bosnia who provide us with laptops. We have Media Partnerships with two online platforms where we advertise our activities. We had a partnership with PILPG in Bosnia (Pro Bono Law and Policy Group) on constitutional reform in Bosnia and Herzegovina. They closed their office in June 2014.

ELSA Poland: We have one partner and several strategic sponsors. None of them is however our general partner. We have to negotiate the agreements every single year. We have several law firms who are co-operating with us and take care about our financial stability. We have also appointed five honoured patrons.

ELSA The Netherlands: We do not have a lot of partners and we have a Human Rights Partner – Amnesty International. However, we do not receive any financial support by this partner. Financial stability is definitely one of the issues we will focus most on this following year.

ELSA Italy: We have two general sponsors – it is really hard to get money, rather they offer discounts on their LLM and Traineeship programmes. Our aim is to make a step forward and find more sponsors.

ELSA Sweden: We have a Human Rights partner, ECPAT Sweden, who provides us and our local groups with education about mainly children's rights. Unfortunately we don't have a partner that contributes financially.

ELSA Denmark: We have never had a general partner.

ELSA Switzerland: The current Law firm we are co-operating with is the same we have already negotiated STEP opportunities with. We will try to secure more partnership opportunities. One of the Law groups gives us their offices and we use it for free.

ELSA Spain. We have six partners. We receive money from them for different projects. One of the main aim is to undertake a lot of projects with the local groups. The issue we have is that we do not a sponsor who provide us with yearly payments.

ELSA Czech Republic: How do your groups manage to pay your membership fee if you do not have any general sponsors?

ELSA Spain: Most of the local groups are funded directly by their Law faculties.

ELSA Norway: We have no general law partners. We do have two partners for the National Moot Court Competition. In addition, we have set up a partnership with a books retailer. We are planning to set up a Negotiation Competition as well and therefore we are searching for new sponsors for the competition. We need new projects that we can sell to acquire new sponsorships. In addition, we are looking into alternative ways to get sponsored; airlines, product-sponsoring etc. Our local groups have their own sponsors; two out of three have a law firm as a general sponsor.

ELSA UK: We have two formal partners: BPP Law School – they provide us with limited funding and speakers for the NCMs and other events. We are given the opportunity to participate in their Law Fair as well. We are currently negotiating new partnerships. An issue I have experienced when contacting the firms was the profile

of ELSA. For most of the firms, the name of our organisation does not ring a bell to them so I think we should work hard towards raising the profile of the organisation.

ELSA Germany: We do not have general partners but we have 33 partners separated in three categories: Project Partners, Educational Partners, Travel Partners.

ELSA Greece: This year my local group, ELSA Thessaloniki had more sponsors than ELSA Greece itself. But the National Group managed to cover for all of its conferences and institutional visits the costs and materials via sponsorships. The disadvantage is that we don't have general partners or sponsors that provide us with financial aid; They are providing us usually only with materials, such as booksellers partnership who provide us with materials for our conferences. But ELSA Greece 14/15 has already made a huge step within this field, by sealing a deal for mutual promotion of their actions and the actions of MEU Crete. I believe they will continue this way, and although the situation in the market is difficult, due to the financial crisis, they will achieve general partnerships this year.

ELSA Croatia: We do not have any partners. We have work partners who provide us with contact details when we need to contact certain firms. We are in a process of negotiating new partnership agreements.

ELSA Finland: We have media partner, printing partner and Human Rights partner. We also get our website maintained for free. We have two Legal Development Partners: PwC who are subsidizing the moot court competition and the other partner provides help for the essay competition. We are trying to contact the ministry for education and also foreign affairs. We had problems with the local groups as we could not guarantee anything to our partners on our local groups' behalf.

ELSA Austria: We have a publishing partner, a media partner, Diplomatic Academy in Austria, two Human Rights Partners – one of which the biggest Human Rights institution in Austria. We have close cooperation with the Ministries. We have travel partners. We are in co-operation with other law firms which is our project partners.

Chair: I guess we are done with that. We have a proposal to change the agenda as we are falling behind schedule now. We therefore propose to move the last WS on ELSA Expansion to Saturday.

All the voting delegates put your hands up please.

In favour: 20

Abstention: 1

Against: 0

Agenda is amended.

Chair: I close the workshop at 5:15 p.m.

Thursday 28th of August

Key Area Knowledge

List of participants:

Name	ELSA Group	Voting
Erik Muckenschnabel	ELSA Austria	No
Katja Schager	ELSA Austria	No
Matthias Zecha	ELSA Austria	No
Simon Fink	ELSA Austria	No
Thomas Esslinger	ELSA Austria	Yes
Max Cortolezis	ELSA Austria	Yes
Aynur Huseynova	ELSA Azerbaijan	No
Bayram Orujov	ELSA Azerbaijan	No
Elchin Abiyev	ELSA Azerbaijan	No
Fatima Mammedli	ELSA Azerbaijan	Yes
Aldijana Alic	ELSA Bosnia and Herzegovina	Yes
Vedran Stankovic	ELSA Croatia	Yes
Filip Drnec	ELSA Czech Republic	Yes

Ian Donhal	ELSA Czech Republic	No
Marek Skultety	ELSA Czech Republic	No
Milos Pupik	ELSA Czech Republic	No
Frederik Husum	ELSA Denmark	No
Mads Lorentzen	ELSA Denmark	Yes
Makar Holst	ELSA Denmark	No
Marcus Niin	ELSA Estonia	Yes
Anna Haipola	ELSA Finland	Yes
Iida Kuustrainen	ELSA Finland	No
Jussi Raitanen	ELSA Finland	No
Denise Schwarz	ELSA Germany	No
Elisa Novak	ELSA Germany	No
Ferdinand J. Huathow	ELSA Germany	No
Rahwa Efrem	ELSA Germany	Yes
Robert Vierling	ELSA Germany	No
Sebastian Maurer	ELSA Germany	No
Stefania Efstathiou	ELSA Greece	Yes
Marko Dolenc	ELSA International	No
Armin Khoshnewiszadeh	ELSA International	No
Antonio Picone	ELSA Italy	No
Federica Simonelli	ELSA Italy	Yes
Erlend Serendahl	ELSA Norway	No
Haakon Rønn Stensæth	ELSA Norway	Yes
Nils Sveingard	ELSA Norway	No
Paweł Podjaski	ELSA Poland	Yes
Matej Sadlon	ELSA Slovak Republic	Yes
Carlos Sesena	ELSA Spain	Yes
Isabella Rosman	ELSA Sweden	No
Lotta Naatsaari	ELSA Sweden	Yes
Nicolas Haas	ELSA Switzerland	Yes
Majid Zaddi	ELSA The Netherlands	Yes
Fejir Ugurlu	ELSA Turkey	Yes
Alexander Adamou	ELSA UK	No
Chad Blackman	ELSA UK	Yes
Mihaela Angelova	ELSA UK	No

Chair: I open the Key Area Knowledge workshop at 10:22 a.m.

ELSA International Presentation

MD divides the participants into two groups for a quiz game testing the Presidents' Key Areas competence.

AK: How do you secure information management transition?

ELSA Estonia – We have Facebook groups where we can communicate and apart from that we have an online database where each of the key areas Vice Presidents put in what is planned. In that way anyone can just open the document and check what is going on at a certain moment.

ELSA Poland: I agree with Estonia for the database, when we have important information we just communicate it on the mailing list so that it will not get lost.

ELSA Germany: We organise board meeting every two weeks and communicate via email mainly.

ELSA Czech Republic: We have a mobile database which we use for communication and we organise Board Meeting fortnightly.

ELSA Austria: We are trying to introduce and fully transfer to the new communication tool called Podio.

ELSA Germany: Podio is good if you know how to use it, otherwise it will make the process more complicated. It is important to secure the knowledge management which is not possible if you use Facebook or What's App as means of communication.

ELSA Croatia: Podio is really useful for the presidents who can easily manage everything which is going on.

ELSA Czech Republic: We have weekly hangouts when we make evaluation of the past and the incoming week.

MD: You should use whatever platform of communication you find suitable but you should make sure that everyone is involved in the process.

ELSA Czech Republic: Do you have a calendar of the events planned?

AK: We use Google Calendars.

MD: We crosscheck every email we are communicating to external parties.

ELSA UK: Would be possible for the International Board to secure a partnership with some airlines.

ELSA Int.: Update for every key area –Presentation.

ELSA UK: In terms of the competency level on the application form, we in the UK are facing some problems in terms of clarifying whether the modules we undertake for a whole year should be defined as Basic or Advanced level of studies.

ELSA Poland: Should the language level be proved by language certificates?

ELSA Turkey: Is it possible to increase the places for the applicants in Freedom of Expression Conference?

ELSA Croatia: I am afraid this is not possible as we have already made the arrangements in terms of accommodation.

AK: What is practical on National Level: S&C and AA structure of the events? How do you categorise these kinds of events? In my opinion, changing the structure of the events on local level is not a good idea, as this might become a problem on National and International level where the border of these categories are more clear.

ELSA UK: I would suggest that ELSA International create a two minute video with a greeting from the ELSA International Board so that we can show it to our members.

Chair: The workshop closes at 1:29 p.m.

Friday 29th of August

Strategic Planning and Implementation

List of participants:

Name	ELSA Group	Voting
Erik Muckenschnabel	ELSA Austria	No
Katja Schager	ELSA Austria	No
Matthias Zecha	ELSA Austria	No
Simon Fink	ELSA Austria	No
Thomas Esslinger	ELSA Austria	Yes
Aynur Huseynova	ELSA Azerbaijan	No
Bayram Orujov	ELSA Azerbaijan	No
Elchin Abiyev	ELSA Azerbaijan	No
Fatima Mammedli	ELSA Azerbaijan	Yes
Aldijana Alic	ELSA Bosnia and Herzegovina	Yes
Vedran Stankovic	ELSA Croatia	Yes
Filip Drnec	ELSA Czech Republic	Yes
Ian Donhal	ELSA Czech Republic	No
Marek Skultety	ELSA Czech Republic	No
Milos Pupik	ELSA Czech Republic	No
Frederik Husum	ELSA Denmark	No
Mads Lorentzen	ELSA Denmark	Yes
Makar Holst	ELSA Denmark	No
Marcus Niin	ELSA Estonia	Yes
Anna Haipola	ELSA Finland	Yes
Iida Kuustrainen	ELSA Finland	No
Jussi Raitanen	ELSA Finland	No
Denise Schwarz	ELSA Germany	No
Ferdinand J. Huathow	ELSA Germany	No
Rahwa Efrem	ELSA Germany	Yes
Robert Vierling	ELSA Germany	No
Sebastian Maurer	ELSA Germany	No
Stefania Efstathiou	ELSA Greece	Yes
Marko Dolenc	ELSA International	No
Armin Khoshnewiszadeh	ELSA International	No

Antonio Picone	ELSA Italy	No
Federica Simonelli	ELSA Italy	Yes
Erlend Serendahl	ELSA Norway	No
Haakon Rønn Stensæth	ELSA Norway	Yes
Nils Sveingard	ELSA Norway	No
Pawel Podjacki	ELSA Poland	Yes
Matej Sadlon	ELSA Slovak Republic	Yes
Carlos Sesena	ELSA Spain	Yes
Isabella Rosman	ELSA Sweden	No
Lotta Naatsaari	ELSA Sweden	Yes
Nicolas Haas	ELSA Switzerland	Yes
Fejir Ugurlu	ELSA Turkey	Yes
Alexander Adamou	ELSA UK	No
Chad Blackman	ELSA UK	Yes
Mihaela Angelova	ELSA UK	No

Chair: The workshop on the topic of Strategic Planning and Implementation opens at 10:15 a.m.

AK: This workshop will be about discussing the Strategic Plan and its implementation. First I want to talk about the Strategic Plan in general and then I want to go into some specifics.

AK gives a presentation.

First I want to ask you what do you think strategic planning is all about?

ELSA Czech Republic: When you have certain goals the Strategic Plan is a guideline and serves as motivation for accomplishing the goals already set.

ELSA Bosnia and Herzegovina: It is the main tool to check if you are fulfilling everything that you have planned.

ELSA Poland: This prevents the local groups from worrying as the Strategic Plan relies on continuity.

ELSA Italy: In my opinion the Strategic Plan is a bit far away from the local groups. For the National Groups it is a guideline, but I feel like this is still not the case with the Local Groups.

ELSA UK: When we are dealing with continuity on National level it seems to be ok; at local level – this is too inconsistent as you might just not know if your group will still be there in five years time. So in my opinion, the Local Groups should focus on short-term plans.

AK: What is the difference between a plan and a strategic plan?

ELSA Czech Republic: The strategic planning is a long term planning.

ELSA Poland: There is no need to plan for more than three years.

AK: Does everybody agree that the difference between a plan and strategic plan is the length of the plan itself and the structure?

ELSA Bosnia and Herzegovina: It is a plan for a certain period of time when you should answer “How?” “Why?” It is the framework we should follow.

AK: I will show you a short video and then we will further discuss the topic.

The Golden Circle – Why:

<https://www.youtube.com/watch?v=OVnN4S52F3k>

AK: There are many things here we can talk about but in terms of strategic planning, but here the essence is the word WHY? Why do we do the things we do? In ELSA we always end up with our vision - it sets up the cornerstone of our activities and our strategic plan. The whole point of a strategic planning process is to close the gap between your status quo and your vision. We have to ask ourselves the questions: What are we doing? What did we originally set out to do? Have we strayed of our original goals?

ELSA UK: I have trouble seeing the feasibility for making group seeing the reason why they should use the Strategic Plans. Do you have any ideas how we can make this Strategic Plan closer to the ELSA member?

AK: One of the solutions is to use an induction of new members when they go to university, what the idea of ELSA is, how we are, etc.

ELSA Poland: Meet for a day or a week with our members where we can spend time together so that we can make many inputs and exchange ideas what our values are.

AK: The reason people should join ELSA is not only our vision of a “just world” Why would people then join ELSA and not Amnesty? What differentiates us is that we have the international aspect which other local organisation in our faculties don't. That is our selling point.

ELSA Bosnia and Herzegovina: We have a lot law-related societies which offer socials, academic activities. So it is important that when we approach the students, alongside with the academic opportunities we offer, we provide them with fun and social activities as well.

ELSA XXX: We should analyse the Strategic Plan more. We should lead the way of all the members who don't really know why they are part of the organisation.

ELSA Poland: Members don't need not to know the reasons; our part is to guide them through all the opportunities we offer.

ELSA UK: The factor of inspiration – if we are ELSA Students and they know there is a National and International Board, people should get the feeling that they have the chance to come and lead, instead of being led. If people do not see inspiration coming from Europe, the International Board, then people would not see the point to be passionate about ELSA. We have to be inspirational because most of the people have the vision in their heads but they do not correlate it to inspiration.

AK: Strategic Planning is a tool which should be used by each group in order to develop their activities, to use it as guideline for making change. It doesn't necessarily have to end up in a document. The most important is the conclusions you draw from the process and that you act upon them.

Energizer follows.

MD: I will talk about Strategic Goals Implementation, but first I would like to discuss what our Strategic Plan consists of? How many Focus Areas do we have and which they are?

People guess

We have prepared something for you this year - it is the Strategic Implementation Manual.

Presentation of the Strategic Implementation Manual.

MD: Now we will divide you into eight different groups each of which will discuss a topic of the Strategic Plan and then we will meet again and there will be a presentation of your focus area. After that, we will further discuss the matters. We are setting the topics for each of the groups as follows.

Chair: ELSA Croatia would like to present the Freedom of Expression Conference.

ELSA Croatia provides more information about the event.

Presentation of the Groups: /General Outcomes of the discussion/

Group 1: Internal Structure

What does it mean? The structure of the Board – who does what. How to use your Human Resources and make sure everyone is taking care about their responsibilities.

The best way is to collect information from the local groups who have good practices in terms of best obtaining their Human Resources. Then the International Board can give suggestions to the other local groups how to implement these practices based on the information given so that the groups can improve on every level.

We have a suggestion that the National Board should conduct workshops at their NCM presenting different structures for a board - Key Area teams (AA team / S&C team / events team) vs. directors for each project, for example. Conducting this kind of workshops is a good idea for the transition periods as well.

We should give every local group alternatives.

The members of ELSA should benefit from the membership in all Local Groups - be able to attend events, for example. Therefore we would need a common system of registering members. It should be easier for officers to check whether someone is a member or not. It may cause problems that some LGs collect membership fee and some don't.

Is the goal achievable? Yes it is but it is a goal with long-term implementation.

How to achieve it? By communicating with the International Board. There may be some obstacles in terms of the difference between the local groups. There should be communication management and we should store all the information at one place.

The statutes should be taken into consideration when a council meeting is taking place. There should be some distinction introduced between passive members and active members and only the active members are given the chance to vote at the elections.

ELSA Turkey: I disagree with the practice of not having a membership fee because this seems unprofessional. We should have a membership so that we can attract only active members.

ELSA UK: I do not think that the membership fee legitimizes us as an organisation. So we do not mind if there are passive member, because we give them the opportunities to come and attend our events and it is totally up to them if they want to take advantage of the opportunities.

- ELSA shall focus on Human Resources
- ELSA Shall improve knowledge management
- ELSA shall improve/focus on communication within the network

Group 2: Professional and academic development of law students and young lawyers

The quality of STEP: There should be regulations guaranteeing that the contracts between ELSA Int. and the Employers guarantee equality and professionalism.

Penalty clauses might be a solution: If the firms fall behind schedule selecting the applicants, ELSA International would do it on the firms' behalf.

STEP Expansion – The STEP should stay within Europe as there are no local groups outside the UK who can guarantee the quality of the traineeship.

ELSA Turkey: It is not a good idea to stay in Europe only as the subject matter of the STEP will remain still the same.

AK: ALSA are having STEP as well and maybe we can start an exchange with them in terms of traineeship opportunities.

ELSA Germany: It is already quite difficult to get a traineeship within Europe so we should be open for securing possibility outside the EU.

ELSA UK: Expansion – we need to keep in mind that we live in a competitive world so we should be open for partnership possibilities with other International organisations.

The penalty clause might be an issue if the clause is broken and this can further evolve into breaking the contract and that might lead to litigation issues.

ELSA Czech Republic: We should better discuss the possibility of penalty clause with our employers and see what their opinion is.

ELSA Croatia: I disagree with the point that we should not work on international expansion as this breaks the ELSA International Strategic plans. I do believe that STEP should go wider than the EU borders.

- ELSA shall improve the quality of and interest in STEP
- ELSA Shall constantly develop awareness and knowledge of human rights
- The point which should be taken into consideration is that some of the raised issues have already been included in the guidelines but are often forgotten by the LG such as connecting the subject matter of the event with HR . It can be for just 10 min only but this should be done in the beginning of every event. This is how there should be a promotion of the Human Rights.

- ELSA shall develop its own Human Rights Programme

Chair: We need a voting on an amendment in the agenda about expansion of this discussion in the afternoon.

In favour: 17

Abstention: 1

Against: 0

Agenda is amended.

Group 3: IFP/Broader International Opportunities/ legal Education

The goal is agreement, common focus and management activities.

IFP raise awareness in a certain topic within the ELSA International network and make our organisation look more professional.

Continuity - ELSA Int. should give us a manual about the IFP. This is a support which we would expect from the International Board.

All the Key Areas Officers should work on the implementation.

The goal is achievable. However, it is really important to pick a hot topics which might be in interest of the members.

International conferences give internal and external visibility of the events.

The time frame is enough – three years is sufficient to implement what it is planned for the IFP.

We should ask the partners to cooperate on all levels not just the financial benefit.

We would suggest organising more competition, law schools and try to improve the cooperation with the Law Departments.

Workshop closes at 13.30

Strategic Planning and Implementation (part 2)

List of participants:

Name	ELSA Group	Voting
Erik Muckenschnabel	ELSA Austria	No
Katja Schager	ELSA Austria	No
Matthias Zecha	ELSA Austria	No
Simon Fink	ELSA Austria	No
Thomas Esslinger	ELSA Austria	Yes
Aynur Huseynova	ELSA Azerbaijan	No
Bayram Orujov	ELSA Azerbaijan	No
Elchin Abiyev	ELSA Azerbaijan	No
Fatima Mammedli	ELSA Azerbaijan	Yes
Aldijana Alic	ELSA Bosnia and Herzegovina	Yes
Vedran Stankovic	ELSA Croatia	Yes
Filip Drnec	ELSA Czech Republic	Yes
Ian Donhal	ELSA Czech Republic	No
Marek Skultety	ELSA Czech Republic	No
Milos Pupik	ELSA Czech Republic	No
Frederik Husum	ELSA Denmark	No
Mads Lorentzen	ELSA Denmark	Yes
Makar Holst	ELSA Denmark	No
Marcus Niin	ELSA Estonia	Yes
Anna Haipola	ELSA Finland	Yes
Iida Kuustrainen	ELSA Finland	No
Jussi Raitanen	ELSA Finland	No
Denise Schwarz	ELSA Germany	No
Ferdinand J. Huathow	ELSA Germany	No
Rahwa Efrem	ELSA Germany	Yes

Robert Vierling	ELSA Germany	No
Sebastian Maurer	ELSA Germany	No
Stefania Efstathiou	ELSA Greece	Yes
Marko Dolenc	ELSA International	No
Armin Khoshnewiszadeh	ELSA International	No
Antonio Picone	ELSA Italy	No
Federica Simonelli	ELSA Italy	Yes
Erlend Serendahl	ELSA Norway	No
Haakon Rønn Stensæth	ELSA Norway	Yes
Nils Sveingard	ELSA Norway	No
Paweł Podjaski	ELSA Poland	Yes
Matej Sadlon	ELSA Slovak Republic	Yes
Carlos Sesena	ELSA Spain	Yes
Isabella Rosman	ELSA Sweden	No
Lotta Naatsaari	ELSA Sweden	Yes
Nicolas Haas	ELSA Switzerland	Yes
Fejir Ugurlu	ELSA Turkey	Yes
Alexander Adamou	ELSA UK	No
Chad Blackman	ELSA UK	Yes
Mihaela Angelova	ELSA UK	No

Chair: I am opening the workshop about Strategic Planning and Implementation at 3:16 p.m.

Group 4: Internationality

We would suggest there to be one person in the Board taking responsibility for STEP, the Delegations and the Summer School as the activities are quite similar in terms of deadlines and application requirements. That will facilitate and enhance promoting as well.

The matching of the participants is also an issue as participants are interested to go to specific place/country. The matching would be useful as we will try to match people who want to see each other.

Funding – for the network to be able to travel, we need money. ELSA should try to offer participants some financial support so that more people can afford the ELSA activities.

Marketing - The activities should be properly marketed. We would suggest that the STEPers should take care of the marketing supporting the VP Marketing.

ERASMUS Students – we should try to approach them all and offer them the opportunity to get involved. The easiest way to reach them is by requesting a mailing list from our Law Departments.

Group 5: External Relations

The External Relations area is part of the President's job. The first point is the cooperation with the Council of Europe. The group should try to cooperate with the Council of Europe.

One other suggestion is the Bar Association.

There should be cooperation with other students' associations.

Delegations – Job hunting should continue.

We would suggest establishing long-term cooperation with the Law Faculties.

It is really important that both the local and the national boards are open to different possibilities and be ready to grasp them.

The aims are achievable, though the Presidents should try to achieve more and more. It is important to correlate these aspects of External Relations in our OYOPs.

Group 6: Financial Stability

Finances are one of the most important resources for all of us. We will address that to the Boards on all levels.

We need to be initiative and proactive so that we can achieve our financial goals.

The ELSA House Renovation – the sooner we start repairing it, the better; we should even consider the option of moving out.

We can invite ELSA members who are willing to help out with the repair work.

Group Six also discussed the Profile of ELSA:

What is the goal of our profile – we have a problem with framing our profile. We need to maintain a professional profile. We should aim at raising the ELSA profile.

We should cooperate with as many professionals as possible to raise our profile.

Take as example ELSA Germany: They organise Working Groups where they promote the ELSA vision.

We would propose updating the logo.

AK: Regarding the House – it is not realistic at all to buy the house. If that is the case, it would be a long-term plan.

ELSA Switzerland: There was a plan to move the ELSA House to another (cheaper) country than Belgium. As this probably would affect the jurisdiction topic, I would like to ask, if you are still consider following this plan.

AK: Moving houses would involve a lot of efforts, so that is not our priority at the moment. Apart from that, right now we are paying less than the average rent for such type of house, so this helps the ELSA budget.

Group 7: Profile of ELSA

The website should be updated so that the information about joining ELSA should be easily accessible.

All the National Pages should be linked to the STEP Portal.

We should look more professional though at first it may be difficult this to be implemented on all the ELSA levels.

A Marketing Database should be created.

AK: Creating a Marketing Database is already a set aim in the OYOP.

The use of Recommendation letters can improve raising the profile of ELSA.

ELSA UK: What would you suggest to the local and national groups in terms of finding and staying in touch with the ELSA Alumni?

ELSA Czech Republic: We should try to keep the contact details of our previous members and start using some sort of a database.

Group 8: Profile of ELSA

ELSA is a brand and we should promote it as such.

We all know that ELSA is brilliant, phenomenal, perfect, but in order to get the resources, the funding, etc. there should be a press conference with the participation of all the members who would promote what we offer. If we promote us across Europe, our job is half done. It is good to have a good website but it is more important to promote how people can get to that website. In terms of the profile, we should wake up the giant who is sleeping.

Apart from the Marketeers, there should be a Public Relation Marketing Team who should be constantly in charge of raising the profile.

Experience sharing

List of participants:

Name	ELSA Group	Voting
Erik Muckenschnabel	ELSA Austria	No
Katja Schager	ELSA Austria	No

Matthias Zecha	ELSA Austria	No
Simon Fink	ELSA Austria	No
Thomas Esslinger	ELSA Austria	Yes
Aynur Huseynova	ELSA Azerbaijan	No
Bayram Orujov	ELSA Azerbaijan	No
Elchin Abiyev	ELSA Azerbaijan	No
Fatima Mammedli	ELSA Azerbaijan	Yes
Aldijana Alic	ELSA Bosnia and Herzegovina	Yes
Vedran Stankovic	ELSA Croatia	Yes
Filip Drnec	ELSA Czech Republic	Yes
Ian Donhal	ELSA Czech Republic	No
Marek Skultety	ELSA Czech Republic	No
Milos Pupik	ELSA Czech Republic	No
Frederik Husum	ELSA Denmark	No
Mads Lorentzen	ELSA Denmark	Yes
Makar Holst	ELSA Denmark	No
Marcus Niin	ELSA Estonia	Yes
Anna Haipola	ELSA Finland	Yes
Iida Kuustrainen	ELSA Finland	No
Jussi Raitanen	ELSA Finland	No
Denise Schwarz	ELSA Germany	No
Ferdinand J. Huathow	ELSA Germany	No
Rahwa Efrem	ELSA Germany	Yes
Robert Vierling	ELSA Germany	No
Sebastian Maurer	ELSA Germany	No
Stefania Efstathiou	ELSA Greece	Yes
Marko Dolenc	ELSA International	No
Armin Khoshnewiszadeh	ELSA International	No
Antonio Picone	ELSA Italy	No
Federica Simonelli	ELSA Italy	Yes
Erlend Serendahl	ELSA Norway	No
Haakon Rønn Stensæth	ELSA Norway	Yes
Nils Sveingard	ELSA Norway	No
Pawel Podjacki	ELSA Poland	Yes
Matej Sadlon	ELSA Slovak Republic	Yes
Carlos Sesena	ELSA Spain	Yes

Isabella Rosman	ELSA Sweden	No
Lotta Naatsaari	ELSA Sweden	Yes
Nicolas Haas	ELSA Switzerland	Yes
Fejir Ugurlu	ELSA Turkey	Yes
Alexander Adamou	ELSA UK	No
Chad Blackman	ELSA UK	Yes
Mihaela Angelova	ELSA UK	No

Chair: We are opening the workshops on the topic of “Experience Sharing and Best Practices” at 3:18 p.m.

ELSA UK: The discussion was really useful. We had discussions on the topics of how to promote STEP and how we can distinguish ELSA from the other Law-related societies at our universities.

ELSA Finland: We discussed the experience ELSA Czech Republic have had with using the External Database “Asana”?

ELSA Bosnia and Herzegovina: We discussed how to approach new members so that the people would feel welcome. We came to the conclusion that we should create a really accessible and distinguishable ELSA Profile.

ELSA Estonia: Does ELSA want to be on the spotlight? We agreed upon is that ELSA should go on media – events, radio, TV; that ELSA should be the first society students would like to become part of.

ELSA Czech Republic: We talked about the importance of high profile patrons and a little bit about PR issues we have had in Czech Republic and Austria.

ELSA Poland: We discussed issues about Human Resources. Generally, being on the National Board is something that gives you experience. We discussed how to organise ELSA Day. We had an idea about HR that is introducing a new position of Director for Human Resources.

ELSA Norway: We discussed how to compete with other Law Students' Associations and what social activities we can organise to attract and keep members in ELSA.

ELSA Germany: We discussed the financial situation of ELSA.

ELSA Switzerland: It is quite hard to overgrow the wall between the National Board and the normal local members, those who are not officers. Most of them think only locally. It is really difficult to explain what it is to take part in an ICM or NCM. One thing we would suggest are promotional videos so that people can get to know what everything is about.

One more problem: how to find new officers.

ELSA Croatia: How to approach partners? Problems with the marketing – to find a suitable person to do the job.

ELSA Poland: We use professionals for creating our marketing materials – it is not so expensive.

ELSA UK: Dedication – how to get people more dedicated once they get involved – the best way is to make them experience some of the NCM and ICMs. How do we get them take the first step – we really need the network to show the people a sense of a family and a friendly atmosphere. Cross promotion internationally can be a major tool. We should recognise what the local groups do because in that way they will be motivated to achieve more and more.

ELSA Estonia: I have an idea of a project – ELSA for schools – we go to the biggest high schools and teach students some law-related practical things. We have a webpage and there will be a section on it – “behind the curtain of what we do”. We must recognise the work of each ELSA local group. ELSA UK are about to release an app where everything will be up.

AK: We will stop here for today.

Chair: I close the workshop at 6:40 pm.

Saturday 30th of August

What does it mean to lead?

List of participants:

Name	ELSA Group	Voting
Matthias Zecha	ELSA Austria	No
Simon Fink	ELSA Austria	No
Thomas Esslinger	ELSA Austria	Yes
Max Cortolezis	ELSA Austria	Yes
Aynur Huseynova	ELSA Azerbaijan	No
Bayram Orujov	ELSA Azerbaijan	No
Elchin Abiyev	ELSA Azerbaijan	No
Fatima Mammedli	ELSA Azerbaijan	Yes
Aldijana Alic	ELSA Bosnia and Herzegovina	Yes
Vedran Stankovic	ELSA Croatia	Yes
Filip Drnec	ELSA Czech Republic	Yes
Marek Skultety	ELSA Czech Republic	No
Frederik Husum	ELSA Denmark	No
Mads Lorentzen	ELSA Denmark	Yes
Marar Holst	ELSA Denmark	No
Marcus Niin	ELSA Estonia	Yes
Anna Haipola	ELSA Finland	Yes
Iida Kuustrainen	ELSA Finland	No
Jussi Raitanen	ELSA Finland	No
Denise Schwarz	ELSA Germany	No
Ferdinand J. Huathow	ELSA Germany	No
Rahwa Efrem	ELSA Germany	Yes
Robert Vierling	ELSA Germany	No
Sebastian Maurer	ELSA Germany	No
Marko Dolenc	ELSA International	No
Armin Khoshnewiszadeh	ELSA International	No
Antonio Picone	ELSA Italy	No
Federica Simonelli	ELSA Italy	Yes
Erlend Serendahl	ELSA Norway	No
Haakon Rønn Stensæth	ELSA Norway	Yes
Nils Sveingard	ELSA Norway	No
Paweł Podjacki	ELSA Poland	Yes
Matej Sadlon	ELSA Slovak Republic	Yes

Carlos Sesena	ELSA Spain	Yes
Isabella Rosman	ELSA Sweden	No
Lotta Naatsaari	ELSA Sweden	Yes
Nicolas Haas	ELSA Switzerland	Yes
Majid Zaddi	ELSA The Netherlands	Yes
Fejir Ugurlu	ELSA Turkey	Yes
Alexander Adamou	ELSA UK	No
Chad Blackman	ELSA UK	Yes
Mihaela Angelova	ELSA UK	No

Chair: I open the workshop on the topic of “What does it mean to lead?” at 10:15 a.m.

AK: We will now have a group discussion on leadership, motivation and group dynamics.

Dancing guy: First follower:

<https://www.youtube.com/watch?v=fW8amMCVAJQ>

AK: What are your perception of the video?

ELSA UK: It shows the triggering effect – how one step can lead to another.

ELSA Turkey: Sometimes you have to be brave and take the risk of taking the first step so that you can see if the others will follow.

ELSA Czech Republic: It is a perfect example of how the peer pressure can influence people do certain things – the more people joining, the greater the peer pressure.

ELSA Norway: The video shows the important factor of enthusiasm.

ELSA Croatia: It shows one quality which is really important to leadership and this is namely the initiative.

ELSA UK: It takes bravery to stand on your own and take the first step, to face the chance that there is even a possibility of failure.

ELSA Poland: He believed in what he was doing.

ELSA Estonia: He seemed to have very clear vision of what he is doing and why he is doing it. That is how he conveyed his ambition to do that certain thing to all the others.

ELSA Bosnia and Herzegovina: The person initiating it enjoyed what he was doing and he was not caring about any of the others' opinion.

ELSA Germany: Most of the people were curious about what is happening in the groups and they joined in order to make sure that they are missing something.

AK: You will now see a video of analysis of the first one. Could you please tell me if you agree with this analysis?

ELSA UK: I agreed with the vast majority that sometimes the first follower can be more important than the leader. However the role of the leader still remains the most important one as without the leader, there would not be anyone to follow.

AK: What do you think about the statement made that we are tomorrows' leaders?

ELSA Switzerland: I do believe that the statement is correct as it conveys the message that we are expected to fill the tomorrow's leadership spots.

ELSA UK: Yes, we are definitely the leaders of tomorrow especially when we think of terms of social responsibility and international exchange.

ELSA Poland: The relationship that evolves between the first follower and the leader is of great importance. It shows that even though they might not be so close to each other in the beginning, after one of them has made the first step, the other would choose to follow and everything else that the others will do is to look at and analyse the actions of those who started the initiative and then making their own decision to become followers.

ELSA Czech Republic: The video is – the more people are enjoying it, the more people are jointing. The video does not show the entire process of leadership but rather, only the first stage of influencing the people.

AK: I want to play a video about the leaders of tomorrow showing a different approach to things. This not the traditional definition of leadership

Drew Dudley “Leading with Lollipops”:

<https://www.youtube.com/watch?v=hVCBrkrFrBE>

ELSA UK: I really liked the concept and I do think that this is a type of behaviour we should notice more often. This is a stretch of the leadership definition.

ELSA Poland: For me it is always the small things that define the man. I totally agree with the concept of that video.

ELSA Austria: Leadership is also taking responsibility when you do not necessarily have to take it.

ELSA Norway: To some extent I agree with the fact that we might put a lot of meaning in the concept itself, but taking action is the cornerstone of the subject matter.

AK: We will continue with the topic of motivation. I want to hear what motivates you.

ELSA Norway: I am of the opinion that responsibility motivates people.

ELSA Czech Republic: A set of both positive and negative, internal and external triggers.

ELSA UK: Having a sense of what we are working for, having a goal and a vision of what we want to achieve and being respectively in the right environment i.e. being surrounded by people who have common interests with ours.

ELSA Germany: Motivation goes along with efficiency. If there is a prospective of an outcome then I can be motivated.

AK: Would you still be motivated to come to ICMs/IPMs if there were no social activities?

ELSA Switzerland: The fun activities are truly part of the ELSA activities, they bring people together starting an emotional connection, feeling the ELSA spirit. Consequently, I do believe that they are a source of motivation as well.

ELSA Austria: It depends on the essence of the events. If you are going to the IFP Conference in Oslo, you are going there more because of the Educational aspect, not the social activities aspect.

ELSA Czech Republic: I would not be as much motivated because part of the motivation would be taken away, if there were not any fun activities.

AK: We would now see a video about motivation.

RSA Animate: Dan Pink (to 5:16):

<https://www.youtube.com/watch?v=u6XAPnuFjJc>

These three concepts are what lead to better performance – autonomy, mastery and purpose. Do you agree with that?

ELSA Czech Republic: I slightly disagree with that as some people do not like taking responsibility and enjoying that much of autonomy as they might get lost in the process of fulfilling the task and in most of the cases they would need someone to guide them through.

ELSA Croatia: It is important to give people some autonomy so that they can initiate different kind of activities. The cornerstone of leadership is to hear what the opinions of the others are.

ELSA Norway: I completely agree with ELSA Croatia.

ELSA UK: This shows how cohenced group led by the wrong people, can lead to a precarious position.

ELSA Poland: The point of the video is to have a wider perspective, taking into consideration the possible positive and negative impact of our leadership actions.

AK: We will see a minute video about leadership.

Decision making: Eric Schmidt:

<https://www.youtube.com/watch?v=wPHL4paHv0o>

ELSA UK: If you are a leader, you have to comply with everyone's vision, but when they are not sure what they want, you in a position of leader, have to push the people and guide them through so that the vision can be chosen and executed.

ELSA Poland: It is tricky to push up the decisions against the Board members' willingness to deal with the task.

ELSA UK: I do not think that we really meant to force against the wishes of the members, but what we are trying to say is that we have been elected based on our plans and visions so the members have to comply with the things we are passionate about and ask them to support us.

ELSA Italy: It is important to show that you understand the other side, but sometimes we just have to lead and take the risk of making the decision on their behalf.

ELSA Austria: The principles how the decisions are made are in accordance with hard and fast rules that have already been set.

ELSA Italy: In order to make people do what you care about, you have to be diplomatic and to have great passion which you can convey to the others so that you can get them involved.

ELSA Bosnia and Herzegovina: At some point of time you become emotional to your Board members and then I have problem with acting in a diplomatic way because I get personal. I have that problem and I suppose you sometimes have felt that as well so I want to know how you deal with your situation.

ELSA Sweden: You have to be an active listener so that you can get to know what people really want to do.

ELSA Turkey: I disagree with Aldijana. Being emotional is a sign of weakness and people do not generally like and want weak presidents so you just have to learn how to behave professionally no matter what.

ELSA UK: I think there is a difference between being professional and taking your emotions with yourself. But I do not think because you show a bit of emotion, you cannot act professional.

ELSA Italy: I have a question to the International Board. What happens if the competent person on one theme has a different opinion than the rest of the board?

AK: We have discussed this matter in our board as well. People have different approaches – all the marketeers have special knowledge in that sphere but this does not mean that we should exclude the opinion of other people in our boards. All the opinions should measure equally in the more general topics, but not when we are dealing with technical issues.

ELSA Austria: The first thing is to establish hard and fast rules taking into consideration the nature of the Board as every Board and its Board members are different. If there is someone with special knowledge we should let him/her decide if it is his area of specialization because otherwise he does get demotivated.

ELSA Croatia: The role of Presidents can sometimes be more important than this of the others, but we can also sometimes be wrong. That is why we should listen to the opinion of the others and comply with the decisions of the majority.

AK: If you have any presentations you want to make, you can present them at the beginning of the next session.

Chair: We close the workshop at 1 p.m.

Issues of importance

List of participants:

Name	ELSA Group	Voting
Matthias Zecha	ELSA Austria	No
Simon Fink	ELSA Austria	No
Thomas Esslinger	ELSA Austria	Yes
Max Cortolezis	ELSA Austria	Yes

Aynur Huseynova	ELSA Azerbaijan	No
Bayram Orujov	ELSA Azerbaijan	No
Elchin Abiyev	ELSA Azerbaijan	No
Fatima Mammedli	ELSA Azerbaijan	Yes
Aldijana Alic	ELSA Bosnia and Herzegovina	Yes
Vedran Stankovic	ELSA Croatia	Yes
Filip Drnec	ELSA Czech Republic	Yes
Marek Skultety	ELSA Czech Republic	No
Frederik Husum	ELSA Denmark	No
Mads Lorentzen	ELSA Denmark	Yes
Marar Holst	ELSA Denmark	No
Marcus Niin	ELSA Estonia	Yes
Anna Haipola	ELSA Finland	Yes
Iida Kuustrainen	ELSA Finland	No
Jussi Raitanen	ELSA Finland	No
Denise Schwarz	ELSA Germany	No
Ferdinand J. Huathow	ELSA Germany	No
Rahwa Efrem	ELSA Germany	Yes
Robert Vierling	ELSA Germany	No
Sebastian Maurer	ELSA Germany	No
Marko Dolenc	ELSA International	No
Armin Khoshnewiszadeh	ELSA International	No
Antonio Picone	ELSA Italy	No
Federica Simonelli	ELSA Italy	Yes
Erlend Serendahl	ELSA Norway	No
Haakon Rønn Stensæth	ELSA Norway	Yes
Nils Sveingard	ELSA Norway	No
Pawel Podjacki	ELSA Poland	Yes
Matej Sadlon	ELSA Slovak Republic	Yes
Carlos Sesena	ELSA Spain	Yes
Isabella Rosman	ELSA Sweden	No
Lotta Naatsaari	ELSA Sweden	Yes
Nicolas Haas	ELSA Switzerland	Yes
Majid Zaddi	ELSA The Netherlands	Yes
Fejir Ugurlu	ELSA Turkey	Yes
Alexander Adamou	ELSA UK	No

Chad Blackman	ELSA UK	Yes
Mihaela Angelova	ELSA UK	No

Chair: I open the workshop at 3.10 p.m. I would pass the floor to anyone willing to do a presentation about their international events.

ELSA Estonia (Seminar on M&A), ELSA Finland (FINEST), ELSA UK (NCM), ELSA Croatia (Mid-IFP Conference), ELSA Turkey (ICM Bodrum).

ELSA International Presentation

Presentation on Human Rights.

Chair: Now we are going to discuss everything that the other groups have to add.

ELSA Austria: We should provide something for every law students. We should not only welcome people who come because of the vision, but also people who want make international friends and exchange knowledge and experience while having fun at the same time.

ELSA Austria: We also believe that when organising events we should keep them politically neutral.

ELSA Poland: In relation to where a law topic may become from non-political to political, we think that this is a really difficult process. We have to make sure that we would avoid political statements made by the invited speakers during our events.

ELSA Austria: We are currently not discussing enough what is going on in relation to the Human Rights as we are afraid not to touch topics which are politically orientated.

ELSA Austria: It is really easy to advertise the current political issues. And we should also be careful as some of the speakers might use our think tank platform to convey political messages.

ELSA Austria: If we balance the speakers for and against, then our event can become politically neutral.

ELSA UK: We may intend that the events would be non-political, what we cannot control however is that some people may use our network as a platform to convey their political message.

ELSA Poland: We can organize events that treat about political situations. What we shouldn't do in any condition is to make political statements as ELSA.

ELSA Austria: I agree with both of them but I think we should combine these two.

AK: What our problem is that we would not be able to correct statements every time as we don't have people on the ground monitoring every situation. Therefore we would eventually make statement based on wrong assumptions which could greatly affect our professional reputation.

ELSA Austria: No matter what the political connotation there might be, every single topic have its legal aspect and we should try to focus as much as we can on it.

AK: There are some clear rights, but what actually makes some law topics more controversial than others? Why are gay rights more controversial in ELSA than other human rights when equality no matter your sexual orientation is a fundamental human right? I understand that in some countries these topics are tabu, but we are not a country, we are an organisation subscribed to certain values.

ELSA UK: I agree with Armin – we do have to face reality that in certain countries some topics will be considered more controversial than others.

Chair: Now we are going to have all the three presentations and then we will continue.

ELSA Czech Republic: We discussed that there are a lot associated problems – if we want to change the logo we need to plan ahead. We have some suggestions about templates. The posters should be more coherent. We suggest to create guidelines how to create good posters. We talked about the colours –we should use grey as little as possible.

Presentation on Logo change.

If few cut the narrative title from the logo it is not really sure if people will understand what the difference is, and we might breach other corporate identities as there are a couple other organisations across Europe who use the same abbreviation as ours.

ELSA UK: What do the marketers think of the logo – keeping it the same, modifying it, etc.?

ELSA Poland: I have a question about the posters – don't you think that we should create a template for posters?

ELSA Turkey: I am highly in favour of keeping “The European Law Students' Association” on the logo.

AK: I think in general we should not be afraid of change as our logo looks a bit outdated. Every organisation or company changes their logo regularly.

ELSA Czech Republic: Regarding the expected change of the legal seat – we should have in mind the change of jurisdictions so that these two can happen at the same time. That is to say that we should be ready to implement our new corporate identity by the time we will have changed our legal seat.

ELSA Slovak Republic: Those logos are logos of trade companies, whereas we are a student organisation, therefore there is no need of change.

AK: If we have a logo which looks more modern and from this day and age, it will attract more people.

ELSA Italy: It is normal for the change of the logo to take some time but that we could also help each other and give us time as we can gradually change our marketing materials.

ELSA Germany: In regard to corporal identity there are a lot more things than just the logo itself.

ELSA Slovak Republic: Isn't the main problem with the logo actually the documents it is put on?

AK: We have discussed to open up a call and get suggestions for change in the logo. This does not mean we will actually change the logo, but it is a good start to see what ideas are out there. Maybe we don't change anything at the end or only to update our logo slightly.

Chair: We will now proceed with the presentation of Group 4.

Presentation – Group Four

We can make a proposal to change the decision book so that we can have a general definition for AA and S&C events instead of what appears to be random list of events under both S&C and AA parts of the DB.

AA officers could attend some S&C workshops at the ICMs and vice versa, if they want to organise both S&C and AA events, for example an essay competition and an Institutional Visit. Key Area officers should cooperate more and be more creative when planning new events - it is not necessary to fit these new types of events to either of the Key Area "boxes" - what matters is that we have good quality events and motivated officers to organise them. It doesn't matter if the event falls under S&C or AA or neither of them.

Names of the areas can be a problem when recruiting - people don't know what they are applying for since the names of the VPs aren't self-explanatory. Boards could have teams such as Event Team, where freshers would get to know the VPs and understand what they are doing before applying for a board position.

STEPers should promote Delegations on local level. They could be presented as a contact person for anyone who would like to travel abroad for career reasons - either internship (STEP) or getting to experience international organizations' (potential employers) decision making (delegations).

The Social events do not fit in any of our categories. We should also have some regulations about organising social events.

Presentation – Group Five

We should restructure our categories. Renaming should be discussed.

STEPers could do some additional work, but this issue needs further discussion as it is not clear if the STEPers will get overloaded and if this additional work will affect their STEP duties. We should be careful as STEP is a main part of ELSA projects.

Presentation – Group Six

ELSA Sweden: As local groups we still have not experienced the problem with the overlap between S&C and AA events and if there is a problem it's in most cases easy to solve with good communication between the AA and S&C.

ELSA Poland: The whole idea about restructuring the categories is to allow new categories to be created such an Alumni Events Category.

ELSA UK: I disagree with the statement that ELSA is not a careers organisation – almost all of the events we organise are relatively connected with improving our members' employability prospects.

ELSA Germany: The people are interested in dealing with international stuff as well.

ELSA Austria: The general structure of the categories does not make sense at all. We should think if we can organise the categories better.

ELSA UK: Instead of categorising the events as AA vs S&C, we categorise them as Passive vs Active study style events.

MD: The Key Areas structure is not perfect, but I do not agree with the idea to put Delegations into the STEP area. I am on the opinion that they are not the same types of activities and also that STEP is an area of great importance to ELSA and having them overworked as well won't bring good result there either.

MD: Thank you for the great inputs and the discussion.

Chair: I close the workshop at 6:05 p.m.

Expansion in ELSA

List of participants:

Name	ELSA Group	Voting
Matthias Zecha	ELSA Austria	No
Simon Fink	ELSA Austria	No
Thomas Esslinger	ELSA Austria	Yes
Max Cortolezis	ELSA Austria	Yes
Aynur Huseynova	ELSA Azerbaijan	No
Bayram Orujov	ELSA Azerbaijan	No
Elchin Abiyev	ELSA Azerbaijan	No
Fatima Mammedli	ELSA Azerbaijan	Yes
Aldijana Alic	ELSA Bosnia and Herzegovina	Yes
Vedran Stankovic	ELSA Croatia	Yes
Filip Drnec	ELSA Czech Republic	Yes
Marek Skultety	ELSA Czech Republic	No
Frederik Husum	ELSA Denmark	No
Mads Lorentzen	ELSA Denmark	Yes
Marar Holst	ELSA Denmark	No
Marcus Niin	ELSA Estonia	Yes
Anna Haipola	ELSA Finland	Yes
Iida Kuustrainen	ELSA Finland	No
Jussi Raitanen	ELSA Finland	No
Denise Schwarz	ELSA Germany	No
Ferdinand J. Huathow	ELSA Germany	No
Rahwa Efrem	ELSA Germany	Yes
Robert Vierling	ELSA Germany	No
Sebastian Maurer	ELSA Germany	No
Marko Dolenc	ELSA International	No
Armin Khoshnewiszadeh	ELSA International	No
Antonio Picone	ELSA Italy	No
Federica Simonelli	ELSA Italy	Yes
Erlend Serendahl	ELSA Norway	No
Haakon Rønn Stensæth	ELSA Norway	Yes
Nils Sveingard	ELSA Norway	No

Paweł Podjacki	ELSA Poland	Yes
Matej Sadlon	ELSA Slovak Republic	Yes
Carlos Sesena	ELSA Spain	Yes
Isabella Rosman	ELSA Sweden	No
Lotta Naatsaari	ELSA Sweden	Yes
Nicolas Haas	ELSA Switzerland	Yes
Majid Zaddi	ELSA The Netherlands	Yes
Fejir Ugurlu	ELSA Turkey	Yes
Alexander Adamou	ELSA UK	No
Chad Blackman	ELSA UK	Yes
Mihaela Angelova	ELSA UK	No

Chair: I open a workshop on the topic of ELSA Expansion at 6:22 p.m.

AK: We need to discuss expansion in ELSA – as stated in the Statutes it should comply with the geographical borders of Europe. However, taking that into consideration there are some countries that are both part of Europe and Asia.

Armin goes through the regulations in the Statutes and Standing Orders on this issue

ELSA Norway: Can you give us any updates on other countries which are willing to apply for observership status? Is Cyprus an observer?

ELSA UK: Cyprus is actually an Observer. Should they be able to get a full membership because of their location?

AK: I presume that they fall within the definition of “Europe” in our DB as and Mediterranean island state.

ELSA Croatia: Can you give us some information if Belarus has applied for observership?

AK: Belairs successfully applied for observership status at the ICM in Malta. There is no development on the matter with Belarus and we are hoping to visit them during the year and further help their development.

ELSA Austria: It would be best if we can clarify the issues on political and geographical basis before the ICM.

ELSA Czech Republic: Has anyone been in contact with Kosovo? Could they become a member as well?

AK: We have not contacted Kosovo so far.

Chair: Does anyone have something to add?

ELSA Turkey: Has Cyprus applied for membership and if yes, which part of it?

AK: They are already observers. I will check if ELSA Cyprus is operating on the Turkish part of the island.

Chair: I close the workshop at 6:52 p.m.

Sunday 31st of August

Miscellaneous

List of participants:

Name	ELSA Group	Voting
Matthias Zecha	ELSA Austria	No
Katja Schager	ELSA Austria	Yes
Aynur Huseynova	ELSA Azerbaijan	No
Bayram Orujov	ELSA Azerbaijan	No
Elchin Abiyev	ELSA Azerbaijan	No
Fatima Mammedli	ELSA Azerbaijan	Yes
Aldijana Alic	ELSA Bosnia and Herzegovina	Yes
Vedran Stankovic	ELSA Croatia	Yes
Frederik Husum	ELSA Denmark	No
Mads Lorentzen	ELSA Denmark	Yes
Makar Holst	ELSA Denmark	No
Anna Haipola	ELSA Finland	Yes

Jussi Raitanen	ELSA Finland	No
Ferdinand J. Huathow	ELSA Germany	No
Rahwa Efrem	ELSA Germany	Yes
Sebastian Maurer	ELSA Germany	No
Marko Dolenc	ELSA International	No
Armin Khoshnewiszadeh	ELSA International	No
Antonio Picone	ELSA Italy	No
Federica Simonelli	ELSA Italy	Yes
Erlend Serendahl	ELSA Norway	No
Haakon Rønn Stensæth	ELSA Norway	Yes
Nils Sveingard	ELSA Norway	No
Nicolas Haas	ELSA Switzerland	Yes
Fejir Ugurlu	ELSA Turkey	Yes
Alexander Adamou	ELSA UK	No
Chad Blackman	ELSA UK	Yes
Mihaela Angelova	ELSA UK	No

Chair: I open the workshop on the topic of Miscellaneous at 10.24p.m.

AK: Miscellaneous is the time where you can raise any questions or points for discussion you might have.

ELSA Austria: I would suggest that ELSA Czech Republic present the sharing platform they use – “Asana”. The problem with Asana is that you need a new email account.

ELSA UK: We use a Microsoft Office and platforms such as Google Drive, which we found to be most pragmatic and easy to use.

ELSA Austria: What is the connection between Asana and Podio?

AK: There is no connection between them. The thing is that last year Podio was a testing project and ELSA International decided to test how it might be implemented within the network. So far we have discussed the possibility that all the ELSA Network might start using it.

ELSA Finland: Can we see an intro video about Asana?

Playing "ASANA Getting started" video.

ELSA Croatia: At the moment using Podio is free only for the first couple of months so do you have any updates about if ELSA International can negotiate discounted price for the network?

ELSA Switzerland: We have our own tool for task management which we use. It is called "Wiggio".

AK: We have only tried the trial version. We would discuss if to implement it only to the IB or maybe to the whole network

ELSA Finland: If we want to use it for free, who from Austria should we contact taking into consideration that ELSA Austria have negotiated using Podio for free?

ELSA Austria: Flo Bräuer. We also use it for our OYOP which facilitated the process of communication drastically. The main advantage is that you only use one platform.

Chair: Shall we now have the presentation from ELSA Switzerland?

ELSA Switzerland: Yes, sure.

Presentation of the task managing platform called "Wiggio".

ELSA Norway: Are there any downsides to the platform?

ELSA Switzerland: So far we have not noticed any flaws.

ELSA Austria: It looks quite similar to Podio. But how does it work in terms of different workspaces?

ELSA Switzerland: It is possible to have as many groups as you want to. However, Podio might have some more additional features I don't know about as I am not really familiar with Podio.

ELSA Denmark: We use a really cheap cloud accounting programme – "E-conomic".

ELSA UK: This sounds like an interesting concept and what kind of security levels do these programmes have?

ELSA Denmark: More than 3,000 companies in Denmark are using it.

ELSA Finland: Do you have external relation databases and if you use them, how is it going?

ELSA Denmark: We use a spread sheet, but it does not work so well so we might change our approach.

ELSA UK: My predecessor has created a list with all the externals that have been contacted, alongside with a table including suggestions for potential externals.

ELSA Finland: I think Asana have some option for listing external relations. ELSA Czech Republic was presenting it to us during Experience Sharing. Does Podio support an external database?

ELSA Denmark: We have been talking about members' registration. I think we should pass a proposal to create a system of rules regarding memberships.

AK: I think that making a common system may bring a lot of pros, but there are a lot of challenges in doing this. But if we are about to create it, the pros may surpass the cons. But there would still be a big challenge to implement it.

ELSA UK: I have two recommendations – firstly, that ELSA International President could send a monthly summary of what is going on in the different ELSA National Groups. Secondly, for future IPMs I would suggest, there should be at least forty-minute panel where presidents can sit and talk to each other about the issues they had experienced as presidents.

Chair: Any comments? New topics?

ELSA Switzerland: I would like to talk about the jurisdiction. I would like to ask you who of you have heard about the jurisdiction topic. Well basically it is in our strategic plan. We drafted the proposal for the Decision Book. When we started working on the matter, however, we didn't foresee that we would have a tax problem in Brussels

that is now delaying everything. If you have questions about jurisdiction I am open to answer, though I do not want to enter a presentation on the issue as this will be really time consuming.

ELSA Denmark: Have you managed to secure professional help who can help you out with the transition and dealing with the differences of the two jurisdictions?

ELSA Switzerland: We are already working with some professional and conducting a legal research. I think there will be some updates at the next ICM.

Chair: New topics?

ELSA Finland: Would it be possible to have a list with all the ELSA groups who are working with the same international companies as this might facilitate the process of negotiating partnerships in the countries where they are not cooperating with ELSA yet? For instance, PwC is many NGs' partner already, but it is present in many countries where it is not yet a partner of the respective National Group.

AK: We think of starting issuing recommendation letters, which we believe will be in help when approaching the firms on National Level.

Chair: New topics?

ELSA Denmark: Do you have any idea if there is anyone who will apply for the position of our second auditor this year? Wouldn't that be a problem if we don't get one until the ICM in Bodrum?

AK: We should also bear in mind what the legal consequences of not appointing a second auditor will be.

MD: When we make decisions about a change in the Decision Book, the Council can decide that the changes take place the day after the decisions have been voted in or immediately by 2/3 majority, but usually they enter into force when amended DB is available to the Network. The same goes for Standing Orders if you plan to change provisions related to election of the Auditors.

ELSA Denmark: In terms of consequences of not having a second auditor – I think it is more a matter of internal regulation than external regulation.

ELSA Switzerland: I have been in touch with the current auditors and they might be willing to continue, but I think that they would prefer to be treated more nicely.

ELSA Denmark: Would it not be a good solution to contact the past treasurers of the IB?

ELSA Switzerland: Taking into consideration the former treasurers of the last couple of years, I think we would not find anyone willing to become an auditor.

ELSA Poland: I would propose – creating Vice President for Human Resources – we now we do not have well skilled and well trained members who can apply for positions and join the Boards. We should focus on training people, giving them the opportunity to enhance their potential and encourage people to run for different positions.

ELSA Czech Republic: We should also discuss the matter about ELSA being non-profit or not-for-profit. In addition, last market research about ELSA members was in 2010, shouldn't we do it on yearly basis?

ELSA UK: I wholeheartedly support this proposition.

ELSA Croatia: Human Resources Strategy is really important to our network.

ELSA Finland: We are neglecting the social part of our duties as ELSA officers such as taking care about the welfare of our officers. Many boards probably spend non-ELSA time together already and try to prevent officers from getting burnt out, but we do not have any part of experience sharing at the moment.

AK: Does anyone have a director for Human Resources at the moment?

ELSA Romania, Austria, Germany and Italy raise their hands.

ELSA Germany: We do have a Director for Human Resources - this is extremely useful and we have already implemented a Human Resource strategy.

ELSA UK: The regulation and timing of transition should be left to be determined by each local group as each of the groups have its own demands and needs.

AK: Does everybody have a Dropbox or Google Drive account?

Chair: More inputs?

AK: Maybe it is a good idea to create some guidelines or a general plan about what transitions should include and how to structure them.

MD: There is already a transition manual which is already up on the ELSA portal. If S&C have any need to request more information they can contact me and learn more about the position and our responsibilities. Also, my fellow board members are willing to do the same I am sure.

ELSA UK: I think that ELSA should stay not-for-profit as we can retain the money and allocate them into other events.

AK: I don't see a conflict between these two categories. It is just a matter of financial planning.

ELSA Poland: Won't it be a good idea to create/update the Guide to Legal Studies Portal in Europe where we can compare and contrast the legal education across Europe?

ELSA UK: I like the concept – because this will be in use for those who want to study abroad. The cost, however, will not be fiscal, but one in terms of human resources, man-hour work to get the research done.

ELSA Poland: I would suggest to open a call for an assistant for creating the Guide for Legal Studies. After that the content should be agreed upon.

AK: We can now have a round table where you can share your opinions about the IPM and give your feedback.

Feedback from participants:

- Would be good to have more inputs from other areas
- Liked the WS discussions on Issues of Importance
- Week was amazing!
- Impossible to speak to each other in clubs
- Liked the workshops with Working Groups
- Not all participants were active in workshop
- Nice topics
- Didn't like the OYOP WS
- Working Groups were not effective
- Too many topics, should focus on fewer
- Should have had more time to discuss in Working Groups
- Should have been time for presidents to discuss presidential issues and share ideas for the future
- Drinking was too time consuming
- Conclusions missing from workshops
- Liked the Key Area Knowledge workshop
- Would like to have interactive future thinking WS as at IPM San Sebastian
- Best practices WS was good
- Liked mingling session
- Too much about Strategic Goals too little about externals database

- Should discuss membership system

Chair: We close the workshop and the IPM at 12.45 PM 31st of August 2014.