

XLVII International Presidents' Meeting

MINUTES

Tbilisi, Georgia

August 28th - September 1st 2013



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Minutes IPM Tbilisi

WEDNESDAY 28th of August 2013

Opening Workshop (opened 12.10 p.m.)

List of participants:

Anneloes Dijkstra (AD)	ELSA International (EI)
Tino Boche (TB)	ELSA International
Armin Khoshnewiszadeh (Chair)	ELSA Norway
Milena Adamczewska (Vice Chair)	ELSA Poland
Idil Buke Civelek	ELSA Turkey
Haakon Ronn Stensaeth	ELSA Norway
Ola Linden	ELSA Sweden
Maximilian Scriba	ELSA Germany
Rainhard Fuchs	ELSA Austria
Victor Ferreira	ELSA Luxembourg
Ketevan Mchedlishvili	ELSA Georgia
Mariam Tsertsvadze	ELSA Georgia
Solveig Hagnäs	ELSA Finland
Loes van der Graaf	ELSA the Netherlands
Burcu Filiz	ELSA Turkey

AD EI: First of all I would like to propose Armin from ELSA Norway as the Chair of the workshop to support me and my colleague Tino with the workshops during the next week. If there are no other proposals I would like to vote now.

Seconded by ELSA Austria

In favor: 13

Against: 0

Abstention: 2

Total: 15

Armin is elected as Chair of the workshop.

Chair (Armin): OK! Thank you. We also need a Vice Chair to support me with the work. EI is proposing Milena from ELSA Poland. If there are no other suggestions we continue with voting.

ELSA Turkey seconds the proposal

In favor: 15

Against: 0

Abstention: 0

Total: 15

Milena is elected as Vice Chair

Chair (Armin): We also need two secretaries to write everything we are doing here down.

ELSA Turkey proposes Idil from ELSA Turkey as secretary.

ELSA Germany proposes Haakon from ELSA Norway as secretary.

Idil is seconded by ELSA the Netherlands

Haakon seconded by ELSA Luxembourg

In favor: 15

Against: 0

Abstention: 0

Total: 15

Idil & Haakon are elected as secretaries

Chair (Armin): We are now going to agree on some workshop rules even if they turn out to be always the same at every meeting.

- KISS (Kepp it short and simple)
- Be on time
- Always state name and country when speaking
- No Phones
- No Facebook
- Use the finger rules
- Be polite
- Listen!
- Don't interrupt anyone
- Speak loud and clear
- (Maybe we are trying the new clapping rules – or not... ;)

The Chair explains the finger rules.

Chair (Armin): We also need one person who will keep up the spirit – The director for ELSA spirit. Are there any proposals?

ELSA Austria: Can there be more than one Director for ELSA Spirit?

AD EI: I would like to propose Burcu Filiz from ELSA Turkey.

In favor: 14

Against: 0

Abstention: 1

Total: 15

Burcu is now the Director for ELSA Spirit.

Chair (Armin): Now we will continue with the approval of the agenda. AD will present the agenda.

AD EI presents the agenda of the IPM.

AD EI: Are there any questions or amendments to this agenda?

Chair (Armin): Then we move to approve the agenda as presented.

In favor: 15

Against: 0

Abstention: 0

Total: 15

--- Workshop closed 13:18. ---

ELSA International Update Workshop (opened 14.30)

List of participants:

Anneloes Dijkstra (AD)	ELSA International (EI)
Tino Boche (TB)	ELSA International
Armin Khoshnewsizadeh (Chair)	ELSA Norway
Milena Adamczewska (Vice Chair)	ELSA Poland
Idil Buke Civelek	ELSA Turkey
Haakon Ronn Stensaeth	ELSA Norway
Ola Linden	ELSA Sweden
Maximilian Scriba	ELSA Germany
Rainhard Fuchs	ELSA Austria
Victor Ferreira	ELSA Luxembourg
Ketevan Mchedlishvili	ELSA Georgia
Mariam Tsertsvadze	ELSA Georgia
Solveig Hagnäs	ELSA Finland
Loes van der Graaf	ELSA the Netherlands
Burcu Filiz	ELSA Turkey

AD EI: Let's begin with a Quiz!

Introduction of the board of ELSA International with a quiz.

AD EI: And yes, ELSA Austria, ELSA the Netherlands, and ELSA Sweden are the winners of the quiz.

AD EI: Now, I want you to tell us what we are doing in the International Board, please introduce ourselves to us. What projects are we working on?

- Partners
- Online System
- Communication with organizations
- Planning international events
- Expansion
- STEP
- HRMCC
- Synergy
- EDF
- Law review
- EMCC
- IFP implementation
- Strategic Goals
- Delegations
- Coaching
- ELSA Day
- Hate Speech / Legal Research Groups
- Answering emails

AD EI: Do you have anything to ask about what we are doing in the House? Is anyone curious about something? Ok, so now we move on with the OYOP presentation.

AD EI presents the OYOP of ELSA International 2013/2014

TB EI: We tried to find the priorities for the board members one by one, and tried to figure out what we should do according to it. It is great that we managed to create an OYOP in the end.

ELSA Turkey (Burcu): What was the most terrifying thing about the network so far, regarding that you have the evaluations?

TB EI: That there are so many things happening, that it is too much to handle. We lose so much knowledge.

AD EI: We have really low communication with some of the countries, but also we are in a great contact with some other countries. It is very difficult to keep the balance between them, so our main priority is to maintain the communication within the whole network.

TB EI: This is very important also for our contact with partners, as we brand ourselves as such a large organization.

AD EI: We are contacting every country as a board to make them come to the ICMs personally, so that we can meet them, which is a great opportunity for us. So motivate your officers to participate at international meetings more often.

Also we've been trying to convey the transparency by creating the Facebook group and keep the gap between national boards and IB at its minimum.

ELSA Germany: Do you have any other concrete ideas other than the Facebook group as communication channels? Have you got a communication strategy?

AD EI: Google Drive is a good way to share information, so all the national/local groups can share what they are doing. Maybe we can also share the minutes much more in order to increase the communication. But still the IT team is working on it. It is a top priority.

TB EI: Also there can be an archive that we can upload everything there, which would be accessible to everyone in the easiest way. But it is important to remember that some things should stay in the network and should not be available to externals.

AD EI: We have many externals and we are really depending on them, so it is the main thing that we're working on. We have to separate the communication between the network and the partners.

ELSA Germany: We want to help to solve the communication issues.

ELSA the Netherlands: Maybe you can appoint one or two active ELSA countries to pull the non-actives ones? It would be difficult for IB to do that, as it is more on the horizontal level.

AD EI: Well that is a great idea, horizontally and vertically. And, also there are some Balkan countries that are really good at communicating with each other.

TB EI: Academic projects constitute a big part of our core, well that of the partners too. So we should keep improving the academic way, also in the sense that the whole network should be motivated.

ELSA Norway (Armin): For example, you mentioned ELSA Legal Research Group. How are you going to develop it?

TB EI: Having the actual academic framework would be the first thing that we do. Also we've started a new structure of the international organization communities, which would be beneficial to get more people involved.

AD EI: The last couple of years was much more about quantity work: Delegations, STEP... We are working on online solutions for example in STEP matching, because the number is always increasing, so that it is hard to always match. It is hard to work with quantity when there is no quality.

ELSA Turkey (Burcu): What academic outcome do you expect from delegations?

TB EI: The academic program should be published at some point. We should show it.

ELSA Turkey (Burcu): Nobody actually reads the reports that the delegations produce. Only UN has this and no one reads it and gets something from the evaluation of the delegates. It has been a complete mess, and there has been no academic outcome.

TB EI: Actually, I agree with you, and I have been in a delegation myself. But I had no academic outcome. We're also thinking about changing it, though.

AD EI: Ana has already discussed it with us, but this is on the wider level, also about moot courts.

ELSA Germany: How do we publish those things? Are there some partners who do that for us?

TB EI: It is a priority in my OYOP, an important part. We want to try and find other ways of publishing our reports. 10 years ago it was great. We would show our partners the reports. But now we need to develop this. We will talk more about this tomorrow.

ELSA Austria: What about the coordinators of the delegations?

AD EI: The directors and assistants just have one more month to go after us. Actually Tino will give you a presentation on Key Areas tomorrow.

ELSA Turkey (Burcu): If Rainhard wants I can tell him in person how things work.

AD EI: We cannot lose our main partners; then there would be no ELSA House. We have limited partners and are really dependent on them; you can see we are quite financially instable. We want to move on with smaller financial resources, so if one fails, we won't be so damaged. We need to focus on having more resources, and that we can improve more and more. Other student associations are also applying for grants, and they got a lot of money. We need to learn from each other.

ELSA Germany: Which organizations do we learn from?

AD EI: AIESEC, AEGEE, ESN, JADE, ESTIEM, BEST, IFISO etc.; we share a lot with these organizations (IFISO), and we have still so much to learn from each other.

ELSA the Netherlands: Great plan. Which smaller firms are you planning to visit?

AD EI: We have visited some, like CBL International. The others are not completed. I don't have a contract yet so I don't want to make it official, but you'll know as soon as possible. Also, I am in contact with universities too, and they are giving me LLM programs to promote and scholarships, for example. I made contact with University of London, but we have so many meetings going on about this issue. IBA is very promising also, which is great. We are working with them so that we can have some traineeships, but the people there should get to know us first.

TB EI: There was a free course about accounting that Rebecca will go and participate in; with some networking maybe we'll be better about it.

AD EI: Also we are going to have an event with our partners, the Partners Reception in January, where we can meet with them, too.

ELSA Luxembourg: Do the partners offer you money or you are giving the number?

AD EI: We will talk about that in a later workshop on Partner Opportunities!

ELSA Germany: Did you mention BEST (Board of European Students of Technology)?

AD EI: Yes, that was one of them for sure. Also, we are trying a new system for the officers of ELSA International, so there will be teams in order to increase the communication within the network. We want to get more people working at the international level. Giving them projects to work with by themselves will help that.

TB EI: It is always easier to motivate each other and for the previous year, no one has known about the directors and they have been very isolated. With the team project, we can have more tasks done easily and this kind of structural knowledge is what we get especially from those organizations.

AD EI: We are trying to get more people involved and giving them skills. We want to have more interactive workshops; this will motivate them and make the participation better.

- Online solution. Solutions that are suited for our needs. E.g. STEP online application. Archiving.
- External data base. Not completely developed, just for EI so far. Will let you know.
- Profile of ELSA. Finding a common agenda. Not enough people in this IPM to develop it. I will bring it up at the ICM. I can discuss in private with you of course, and with Tino as well.

ELSA Norway (Armin): Do you have any thoughts about what you are planning to improve with the profile of ELSA for the next year?

AD EI: We have an updated website, and there is also refreshment of our Corporate Identity that can be seen from the posters and other materials. Petra also thinks that it is really important to have a unified image all over.

ELSA Sweden: What was the outcome of the discussion of the political status, for example in ICM Cologne?

TB EI: There will be an open workshop that we can discuss about it, for those who are really into this topic, so that we can have some concrete solutions out of it.

ELSA Turkey (Burcu): We asked the survey, what is political, what is not, but the network is not really interested in describing the political status of ELSA, because it is really hard to describe it.

AD EI: We can have some guidelines too, but also there hasn't been enough time and structure enough for us to get something going and move on.

TB EI: Be a little bit patient, it is in the OYOP and not forgotten.

AD EI: Two special attentions:

- Raise awareness of the SG & IFP.
- Create the base for implementation of the SG & IFP. We will hopefully do that here. Will take more than a year so next IB will work with it.

ELSA Germany: How long does the IFP last?

TB EI: 3 years.

AD EI: We've launched two big projects: HRMCC and IFP. We've just stated really important priorities. We are the first IB to launch both big projects at the same time.

ELSA Norway (Armin): It is good that your OYOP is short and concise. It will make it easier for you to really focus on some important issues and easier for us to follow up on your work.

TB EI: It was hard to limit it to those few pages, but it was a great feeling to have it done.

ELSA Sweden: I got, really, a lot of inspiration from this OYOP, too, but how much time did you spend?

AD EI: We had a training first with the aim to have our priorities after that. We had several days to write those priorities and in the end of the training we had our Common OYOP done. We took another week to finalize it and proofread it and another week for personal OYOPs. It took like 3 weeks to get it all done. In the past couple of boards, it took a lot more time than with us.

ELSA Germany: Any special points you can communicate?

TB EI: We put all the OYOP aims on the wall in the ELSA House and so you have to think about it a lot. Mid-term evaluation after Christmas and then we'll see what we have with this evaluation report.

AD EI: Let's move on to the BEE OYOP.

AD EI presents the BEE OYOP

So we better have a break and then have the roundtable about OYOPs.

Chair (Armin): We can have 10 min break, but first punishments, please.

--- Break started at 15.43, ended at 16.01 pm. ---

AD EI: I would like to know about your OYOPs, problems etc. Let's do a roundtable.

ELSA Finland: We did it a month ago, still working on a communication strategy.

AD EI: Was it easy for you?

ELSA Finland: We did it separately so it quite easy. Maybe we should have done it more difficult?

ELSA Georgia (Mariam): It took longer than we expected. We are not finished with the OYOP yet. We are already dealing with the key area OYOPs, we will move on because it takes so much time.

ELSA Georgia (Keti): We are not finished, too.

VP SC ELSA Georgia: We are currently working on our OYOP, as for the key areas – it will take a few weeks.

ELSA Luxembourg: We are doing it like ELSA Finland. Everybody has his own area, but there were a lot of projects that had not been voted. We had brainstorming about what we had, what we could really have and everybody should figure out the ways to do it in their own area. Before someone decides something, he needs to tell the board about it.

ELSA Austria: We created it in July, but we haven't finished it yet. It was difficult to have specific dates to work on it, because every member is really active. We did two evenings of OYOP: first the general part and then the specific areas. Hope I can send it out so you get to see it.

ELSA Germany: We will have an OYOP training that will last 2.5 days, and we will make a personal OYOP afterwards since we are working full time. I will focus on how ELSA Germany works, and what can I do to improve it. I get a lot of inspiration from the IB OYOP.

ELSA Sweden: We are still working on making it and restructuring it again this year. A lot of things had been delayed because of the logistics and I hope that in two weeks we'll finalize it.

ELSA Norway (Armin): I had two different experiences: in ELSA Oslo (Local group) and ELSA Norway. In ELSA Oslo we created a very specific OYOP for each position, and we did it all together discussing all the positions. But in ELSA Norway, everyone was in charge of his own OYOP and then we had a discussion about it. I think I'd prefer the first one, ELSA Oslo's way of doing it.

ELSA Turkey (Burcu): ELSA Turkey hadn't had any OYOPs before, but we tried to work on internal problems more concretely. And we also had several new internal meetings, which were quite fruitful.

ELSA Sweden: We finished the OYOPs on areas in the beginning of September, but everyone was at different places so we don't have the final version yet.

ELSA Austria: Who of you writing your OYOPs just in English?

Soli and Armin raised their hands.

ELSA Germany: Rainhard, you told us that you had your OYOP done in July, but actually I would have changed the current OYOP if I did in July. I mean, it is necessary to have time to evaluate everything you had so far, and then writing your OYOP would be better.

ELSA Austria: Actually, being on the board last year was a great chance for me. August was not okay, and September was too late too, so the only month we had was then July. I don't want the locals to be late at their work, so that they can arrange themselves on the specific campaigns that we're having so far in the year. I had so many thoughts in mind that I wanted to add to our work, all about the work of the board, not only about my responsibility.

ELSA the Netherlands: Had a great transition from Anneloes, then I had guidelines to myself and started to work on it in July, and then we discussed it/sent out.

AD EI: You need more time to create the concrete ideas and then send them to all. Not only for yourself, it is a motivation for your whole board. How specific is your OYOP, because you are talking about specific dates?

ELSA Austria: To clarify – we had the timeline in our OYOP so that we could have some specific dates. We also had a long transition with Tobi so that I feel like I can manage to do it.

ELSA the Netherlands: The personal OYOP depended on the subject, it is difficult to write guidelines on how specific one should be.

ELSA Turkey (Burcu): Do the local groups also start on 1st of August?

AD EI: Yes, most of them start at that time.

ELSA Turkey (Burcu): In Turkey, we have a new board for locals in October, and for nationals in December. So how would the OYOP come out for the local boards? They have really small amount of time to change something.

TB EI: Every country has very specific and different situations and we really have to adapt to this. Maybe it is better to amend the OYOP after that.

ELSA Austria: We want to create a one semester OYOP – then you can have something very detailed for one semester and then maybe have a more blurry one to deal with the situation.

Chair (Armin): Thank you for your inputs. We'll continue with Q&A for this workshop.

AD EI: Feel free to ask us anything.

ELSA Norway (Armin): Could you please update us about the ELSA Online System?

AD EI: It only cost 4000 euros, which is (relatively) quite cheap. But the one responsible for the system (Pawel) was breaching the contract and not working properly. The old board decided that they would ask Pawel for the money back. But Pawel still wanted to try. However, he had said that so many times before. The old board is still taking responsibility for the situation with Pawel. Bartek and Alpo have realized that they might have made some mistakes through lack of due diligence. That is why they are claiming back the money now. Pawel says he is going to pay back the money but we don't know if the money will actually come back. Right now, we are working on it and we have a payment plan about this. We'll make sure to update you if we can get the money back.

TB EI: There was a problem about the coding of the system. We thought we owned the code, but Pawel said it wasn't finished so that we didn't actually own it.

ELSA Austria: How much did you pay Pawel?

AD EI: 3200 Euros.

ELSA Turkey (Burcu): What happened with the SAM meeting – the deadlines for host applications were extended? Was the reason ELSA Turkey, or having deputies for all supporting area positions, and why the lack of attendance?

AD EI: It is all about the location actually, the new officers don't want to participate, only the old ones. Also KAM and SAM are quite new for the whole network, too.

TB EI: As well, the old board made the call about SAM, we made the proposal to have the KAM and the SAM together in Bratislava but that didn't work.

AD EI: There are also problems with how to get to the city in Bosnia.

ELSA Turkey (Burcu): I was trying to find the answer if it had anything to do with ELSA Turkey, if we have done something wrong during this process.

AD EI: It was a common decision, and the change of the location did not work well. It had nothing to do with ELSA Turkey.

Chair (Armin): Any other questions?

TB EI: Tell the other people coming later today to ask the IB any questions they might have.

ELSA Germany: SAM, KAM aren't stated in Statutes, or anywhere?

AD EI: It is quite expensive to change the Statutes. We have other changes going on; we want to make the change all together. We are thinking about making the dates more flexible for arranging international meetings.

ELSA Austria: The situation with the online system is complicated. You'll get the report in Croatia. (Rainhard from ELSA Austria is in the Inquiry committee which is investigating what went wrong with ELSA Online).

ELSA Turkey (Burcu): Max, we discussed in ICM to add SAM and KAM to our Statutes.

ELSA the Netherlands: About the cost of changing the statutes, is the IB still looking for other solutions?

AD EI: Yes, we are, we have an alumni working on it.

ELSA Finland: Why should SAM, KAM, and IPM be in August? We wouldn't have the teams working in August. September would have been better; that I would like to suggest, also for marketing the event to ordinary members.

AD EI: We in IB have so many things going on; there is ICM in October, too. You want to get them all closer, or move them all at the same time? It is really hard to reschedule. There can be issues with development time if we push KAM and SAM to September.

TB EI: Emil also wants to talk about this, how can we have more hosts, how could we arrange the time between all of the events? There is more behind it than only moving the dates.

ELSA Norway (Armin): If you have the SAM and KAM in Statutes, and cannot find a host, the IB is obliged to organize it, most likely in Brussels. This will cause a lot of headache for the International Board. I think the decision book is suitable for this.

ELSA Sweden: What are the reasons for putting ICMs at these times? Can we make ICM statutes more flexible?

TB EI: I think it could be a solution to put ICM one week later. For example, we will have ICM Croatia earlier, and ICM Malta will be on 15th of March.

ELSA Austria: Let's skip this conversation; we had it in ICM Cologne.

AD EI: I agree it's maybe not the right time to discuss it, but I do think it is an important topic.

TB EI: Is it logical to make a proposal to 10 people, or for more wide in ICMs? It is good that you see the problems with dates and proposals. But if there are limited amount of nations represented, there can be a democratic problem.

Chair (Armin): If the questions are over, we can have a quick energizer.

--- EI Update closed at 16.45 ---

Manage Your Board Workshop (opened at 16.50)

List of participants:

Anneloes Dijkstra (AD)	ELSA International (EI)
Tino Boche (TB)	ELSA International
Armin Khoshnewiszadeh (Chair)	ELSA Norway
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Idil Buke Civelek	ELSA Turkey
Haakon Ronn Stensaeth	ELSA Norway
Ola Linden	ELSA Sweden
Maximilian Scriba	ELSA Germany
Rainhard Fuchs	ELSA Austria
Victor Ferreira	ELSA Luxembourg
Ketevan Mchedlishvili	ELSA Georgia
Mariam Tsertsvadze	ELSA Georgia
Solveig Hagnäs	ELSA Finland
Loes van der Graaf	ELSA the Netherlands
Burcu Filiz	ELSA Turkey
Keti Mchedlishvili	ELSA Georgia
Arkadiusz Gaczynski	ELSA Poland
Zurab Bezhushvili	ELSA Georgia
Anastasiia Verba	ELSA Ukraine
Karim Karimov	ELSA Azerbaijan
Bayram Orujov	ELSA Azerbaijan
Mari Kvernadze	ELSA Georgia

AD EI: This workshop is about board management. A big part of it is interactive. However, first we will have a short presentation.

Board simulation.

Roundtable after the simulation:

ELSA Sweden: Good simulation, especially in the end.

ELSA Germany: We already have a group structure in our board, I am aware of it, and trying to split those groups. We have 3 of these very shy and quiet persons, and 3 of Rainhards leader-type, and I am the one trying to coordinate all of it. I normally have an opinion, but I am the one trying to find the solutions.

ELSA Austria: We have a quite similar situation for my board. I didn't have time to practice team building, which is really not cool for a board. I learned how to focus more on the people themselves.

ELSA Luxembourg: I like the idea. We are confronted with it in our board, too. In our country we have a lot of different cultures, so for my board this workshop was valuable, too. It is interesting, and I'll try all the things that people have said here and I hope it will help me.

ELSA Georgia: The simulation part was interesting. Even we in ELSA Georgia recognized some characters from our board and it was productive.

ELSA Georgia (Zuka): We have high level of personal relationships in our board. The simulation would be a good practice for us to apply in our board.

ELSA Poland (Milena): It is useful to see that whole board consists of different people and we should understand their behavior. It was very useful.

ELSA Georgia (Mariam): The simulation taught us to respect each other. We have to take care of the other personalities; we are going to be in the board for a whole year.

ELSA Georgia (Zuka): It was a good experience for me. The leader gives the direction of the board for the whole year. You have to motivate a lot of people.

ELSA Germany: It was very interesting. It helps you to discover the characters in our board and make you respect the board members. Everyone needs to care about each other's opinion, because it is all about human relationship. Also, you have a whole year in front of you.

ELSA Georgia (Keti): The leader should be very punctual for the board to work smoothly. Without leader, the team will be lacking. If you are giving motivation to lots of people, you get to know them.

ELSA Finland: I loved the entertainment part of the simulation very much.

ELSA the Netherlands: [was a part of the simulation] I was a little less entertained. I hated myself every word I was saying. My national board has 3 Dutch, 2 Germans and 1 from Azerbaijan, so I can relate to the point about the cultural differences. I must admit a mistake when I started; I was expecting groups to be formed.

ELSA Turkey (Buru): It was an interesting workshop for me too, even though I am at the end of my term. In Turkey I don't have so many characters.

ELSA Norway (Haakon) This simulation will definitely help me when working with my board.

ELSA Turkey (Idil): I am not going to say anything more than Burcu has said.

AD EI: I have actually done the same thing in my NB as you Burcu, and it also worked for me, but I figured out that I can do it in a different way too. It is important to take the motivated people along with you and don't leave them behind because you are too focused on results. ELSA is meant to develop people, keep that in mind.

ELSA Poland (Milena): It is important to control the groups forming in my NB. We are also a group of friends, living together, and at the same time a group forming a board. The answer I got from this simulation is to talk with people even more than I do now, to understand them and learn what's the best way to work with them.

ELSA Norway (Armin): I am now more aware of the problem. How you are going to use the information is different from board to board. We don't really have clicks, and I am glad that the arguments are more important than who are friends.

ELSA Poland (Milena): Even after this month as the president, I think I completely changed while working with other people in my board. It is quite interesting that you develop into a different character.

Chair (Armin): Now we are having a break.

--- Roundtable closed 18.20. ---

Expansion: Quantity vs. Quality Workshop (opened 18.38)

List of participants:

Anneloes Dijkstra (AD)	ELSA International (EI)
Tino Boche (TB)	ELSA International
Armin Khoshnewsizadeh (Chair)	ELSA Norway
Milena Adamczewska (Vice Chair)	ELSA Poland
Haakon Rønn Stensæth	ELSA Norway
Ola Linder	ELSA Sweden
Maximilian Scriba	ELSA Germany
Rainhard Fuchs	ELSA Austria
Victor Ferreira	ELSA Luxembourg
Ketevan Mchedlishvili	ELSA Georgia
Mariam Tsertsvadze	ELSA Georgia
Solveig Hagnäs	ELSA Finland
Loes van der Graaf	ELSA the Netherlands
Burcu Filiz	ELSA Turkey
Idil Buke Civelek	ELSA Turkey
Arkadiusz Gaczynski	ELSA Poland

Zurab Bezhushvili	ELSA Georgia
Anastasia Vezba	ELSA Ukraine
Karim Karimov	ELSA Azerbadjan
Bayram Orujov	ELSA Azerbadjan
Mari Kvernadze	ELSA Georgia

Chair (Armin): Now we have the next workshop about expansion.

AD EI: In ELSA, we have quantity and quality expansion. First, let's look at the regulations: the statutes (art.5.2). We should always continue our geographical expansion, but the outline is kind of uncertain, both Europe and some part of Asia. If we look at the regulations literally we could actually have Iran, Turkmenistan in our network too, which we didn't really realize before.

But, the statues are a bit unclear, so we can update them. We don't have Belarus, Armenia and Moldova in the ELSA network, but we are in contact with these countries.

Belarus is having trouble about signing an official regulation with government, and Bartek traveled there to meet with them, but for now, they can't join. It would be really nice if they could join us.

Armenia is a bit complicated, they applied for an observer status, but they were not approved in the last ICM, because their statutes were not really in the same order as the ELSA ones.

I haven't heard about good contact with Moldova, but we are trying to get Romania and Ukraine to help with us with the issue.

ELSA Ukraine: We are trying to contact them with international conferences, or some Study Visits. There were three people who were very interested.

ELSA Austria: For Russia, they have politically problems actually, and they've organized some events and invited some weird speakers. Well, they're having an issue with the government; they were cut off. This time we have more Human Resources in Austria to help them. [ELSA Austria had a NSS contract with ELSA Russia – Network Support System]

ELSA Georgia (Zuka): I think ELSA Russia will join us as an active group.

AD EI: What is NSS? – It is a way to exchange views and experiences in the Network. Often between a stronger and a weaker National or Local Group.

ELSA Austria: We thought about first exchanging thoughts, and then participating in their NCMs, motivating each other more. We have some kind of contact in Austria, which we can convey to them. Maybe they can have OYOPs, and NCMs. Visiting each other would be more effective.

ELSA the Netherlands: NSS is something official?

ELSA Austria: As far as I know, it is just some kind of contract. If we lacked some clarification points, then it would go to the IB and then to the national board. It is important for EDF [ELSA

Development Foundation] applications, it can show the need for money and make it possible to travel e.g. to Russia and help another national group.

AD EI: It is a great opportunity to help another National Board. E.g. Russia, Iceland.

ELSA Georgia (Zuka): About Russia, I like your position ELSA Austria. We have interest in Russia, and also we can have some good cooperation with Armenia.

ELSA Germany: I like your position about Russia, and we want to help you too.

ELSA Austria: The flights to Moscow for you ELSA Georgia would be less expensive. I think it would be better for the network if ELSA Georgia could help with this, as it would lower costs drastically.

AD EI: Over to the expansion handbook. We have an expansion handbook. It is a very global thing; I think it is very useful. But I have an idea. I was in London, meeting with the International Law Students' Association, to look at how people can set up local groups, and make a handbook about it. I want to introduce to you the idea of making a new handbook, a very short and easy one on how to easily set up a local group. The one we have works more from the top-down, and it complicates it.

ELSA Norway (Armin): I agree, it is a very good idea. I don't want to add anything to what Anneloes said.

AD EI: Do you have anything more to say about expansion?

ELSA Austria: Africa does have a kind of association, right?

AD EI: We have two ILSAs, and two ALSAs. There is some potential in Africa since we are having a regional round of the MCC there for the first time. We have not been in contact with most of them, but we can try it.

Okay, what is quality expansion?

ELSA the Netherlands: More members per local groups that already exists.

ELSA Sweden: Spreading already existing projects to groups.

ELSA Germany: Less members but more active members. We have so many members, about 10000, but more than half of them are not doing anything.

AD EI: What else can we do about expansion? Think more internally, like having an office, because many people go to coffee shops and meet there.

ELSA Poland (Milena): We should definitely work on the knowledge about ELSA. In Poland, a lot of the members don't know the basic information about ELSA. It is not good for our identity, since we are sharing the same values.

ELSA Germany: It's definitely quality expansion if we raise awareness of the vision; I mean the more academic part about ELSA.

ELSA the Netherlands: Improving the academic quality of the activities.

ELSA Luxembourg: Having partners and financial resources are the essential parts.

AD EI: Who thinks this is really important?

Everyone thumbs up.

Yes, all of us. So what can we do about it?

ELSA Norway (Armin): All national boards and local boards should evaluate themselves honestly and we can go on from that point. There should not be tension between quality and quantity, but it is difficult to combine effectively.

AD EI: You say exactly the thing we needed. We can learn from each other, we share most of the problems. That's why, please take a pen and write down something that doesn't work well with your group in the sense of improving the association.

Interactive activity on 'problem solving'

--- The workshop is closed at 20.07. ---

THURSDAY 29th of August 2013

Improve Your Key Area Knowledge Workshop (opened at 10.15)

List of Participants:

Anneloes Dijkstra (AD)	ELSA International (EI)
Tino Boche (TB)	ELSA International
Armin Khoshnewiszadeh (Chair)	ELSA Norway
Milena Adamczewska (Vice Chair)	ELSA Poland
Idil Buke Civelek	ELSA Turkey
Haakon Ronn Stensaeth	ELSA Norway
Ola Linden	ELSA Sweden
Maximilian Scriba	ELSA Germany
Rainhard Fuchs	ELSA Austria
Victor Ferreira	ELSA Luxembourg
Ketevan Mchedlishvili	ELSA Georgia
Mariam Tsertsvadze	ELSA Georgia
Solveig Hagnäs	ELSA Finland
Loes van der Graaf	ELSA the Netherlands
Burcu Filiz	ELSA Turkey
Keti Mchedlishvili	ELSA Georgia
Bayram Orujov	ELSA Azerbaijan
Anastasiia Verba	ELSA Ukraine
Zurab Bezhashvili	ELSA Georgia
Camilla Ny Sevaldsen	ELSA Denmark

Arkadiusz Gaczynski
Karim Karimov

ELSA Poland
ELSA Azerbaijan

Chair (Armin): We are going to have the presentation about the Key Areas now.

Presentation by Tino Boche.

--- The workshop closed at 13.00. ---

Partner Opportunites Workshop (opened at 15.05)

List of participants:

Anneloes Dijkstra (AD)	ELSA International (EI)
Tino Boche (TB)	ELSA International
Armin Khoshnewiszadeh (Chari)	ELSA Norway
Milena Adamcwevska (Vice Chair)	ELSA Poland
Haakon Rønn Stensæth	ELSA Norway
Idil Buke Civelek	ELSA Turkey
Burcu Filiz	ELSA Turkey
Loes van der Graaf	ELSA the Netherlands
Solveig Hagnäs	ELSA Finland
Zurab Bezhashvili	ELSA Georgia
Anastasia Vezba	ELSA Ukraine
Arkadiusz Gaczynski	ELSA Poland
Victor Ferreira	ELSA Luxembourg
Rainhard Fuchs	ELSA Austria
Maximilian Scriba	ELSA Germany
Ola Lindor	ELSA Sweden
Camilla Ny Sevaldsen	ELSA Denmark

AD EI: I want you to first have a look at the regulations about partner opportunities.

You have to approach us before contacting those partners, and then I'll inform you about what's going on about this partner and the conditions of the other countries. Also, there'll be a registration form to keep it all updated, and please make sure that you are having and using this with your local groups, too.

ELSA Finland: Maybe we should also be aware of international grants that national or local groups are interested in applying. For example we had a case, in our national group, where several locals groups applied for a fund, but only one of them was granted money, which was meant for the same purpose (ISV). In the future we will apply for such grants collectively as a national group and then distribute the grant between local groups so that everyone can benefit from the fund and so that everyone can benefit from the fund and so that the money is spread more equally between the local groups.

ELSA Germany: Are there any regulations about what you can do with your partners?

AD EI: No, you have general law about this, no other regulations.

Now we can move on with the presentation of our partners.

Presentation by AD EI.

Roundtable:

AD EI: How is the situation with the partners in your national boards and your countries?

ELSA Denmark: We don't really have that much general partners, so we have one main Danish law firm. We're trying to implement it to our decision book, mostly the locals have.

ELSA Sweden: We have one, stable partnership but there was a crisis that it is hard for them to give us money, we are looking for other solutions.

ELSA Germany: We have 27 general partners. We have 5 project partners; these are associations, the law magazine, and we have our first educational partner since August. Most of our partnerships are stable. We have Lufthansa, which is our travel partner; they give us 5-15% discounts on flights, and a flexible booking system. We have something like IFISO on the national level. We have the ministry of education and the ministry of justice supporting us. We have a partnership for moot courts. We have a media partner. We have a lot of partnerships with small corporations that tend to be forgotten.

ELSA Poland (Milena): Are your funds stable?

ELSA Germany: Actually it has changed since Euro came in but actually it is mostly stable.

ELSA Austria: We have 6 law firm partners right now, they were mostly established this year and the previous year. We had a crash in our budget 3 years ago, our budget went down 70% and we are building it up. I'll also work on reaching the old partners to gain more partners. We did a good job last year, we have so many partners people are laughing at our flyers. There have a human rights partner, but we are trying to get two or three more. We have a media partner, it is a publishing company. We've been trying to establish something with AISEC, too. We tried establishing something with AMSA, too. We also tried to cooperate with the other associations, and ministry of education is helping us, but it is hard to have an agreement with them. Besides that we try to have some inst. Partners. Also I tried to approach companies besides law firms, because we've always trying to firms firstly.

AD EI: We are also looking at cooperating with AMSA. Just like we want to do with BEST.

ELSA Austria: We have had meetings with the ministry of justice and education. The ministry of education came to our NCM. But we cannot set up a contract with a ministry, but we are trying to set up an agreement with them. Hopefully by the end of this term. We want to go the UN, and try to get them as an institutional partner. We are trying to get a travel partner and a printing partner. We want to look at other companies than law firms for money.

ELSA Luxembourg: Until August this year we had never had a partnership. Three days ago I finished the partnership with the ministry of higher education. We are starting a partnership with a company that provides a database for students. In September we will start with membership cards. It is difficult, because people expect something in return for the membership card. There is no agreement on paper but we have a good agreement. I have talked to restaurants, bars etc, so we will get discounts when you show the ELSA membership card. We also have a printing partner. We started the year really good; I think we will reach a lot in the following year.

ELSA Poland (Milena): You got a discount from your printing partner?

ELSA Luxembourg: They do the layout and print them, which is quite good to have and they are making discounts. They even give us boxes for the cards.

AD EI: We also have a printing partner for EI. It is very cheap, and they do it quite nicely. They also give us 1000 euros in credit to use for printing.

ELSA Poland (Arek): In local level we got some cooperation with AISEC and other associations/organizations.

ELSA Ukraine: We have a national partner. We are trying to contact with the law firms and have a contract. In Local Groups, we work with local governments about event, and they pay like everything needed about this organization. We have a mediation partner, well we are having an international seminar about mediation. Also we work with AIESEC.

ELSA Georgia (Zuka): Our main partners are universities, and we have our office in one of the universities. One of them we paying our participation fees for the ICMs too. We have a partnership about printing materials, too which is all for free. We have a partner who deals with AA, and moot court that really help us. We have more than 5 grand projects that we're sharing with the partners. The ministry of justice helps us with events. We also have partnership with ministry of education and science. Also, the UN development program for Georgia, we have an event with them. Also we are having some law firms besides those, which are really important in Georgia.

ELSA Finland: We have 3 partners: One law firm, one publishing company and another one in consultancy and auditing. We are starting negotiations with a human rights partner. I want to look at what the partners can gain from us. ELSA Finland is not very rich. We have developed a game: Legal trivia, in which we want to sell ad space to our partners. I am working on what the partners can get from us generally.

ELSA the Netherlands: We don't have an official partner, but we have a very good cooperation with Amnesty. It is going very well. They are sending a speaker to our NCM. We show movies with Amnesty, followed by an academic program.

ELSA Turkey: We have no national partners. We just get grants for project. We do have a printing partner, and we get discounts. There are few places we can go for sponsorships. There is a conflict of interest between ELSA Turkey and ELSA Istanbul as most law firms are situated in Istanbul which are both of interest to the Local Group and the National Group.

ELSA Poland (Milena): We have one strategic partner - Ernst&Young, and 7 seven other partnerships, called strategic sponsors; DLA Piper, PwC, KPMG, Deloitte, Allen&Overy and 2

polish law firms. They mostly give money for the projects – at the beginning of the term, they choose the projects that they want to support. We have to renegotiate the contract every year, and that makes it difficult. It isn't that stable. We also cooperate with governmental institutions, like the Ministry of Justice. We don't have a printing partner, I need to change this.

ELSA Norway (Armin): We had one national sponsor, but not anymore. It was quite a good deal, we got quite a lot of money. We have changed our business model; the Local Groups are responsible of getting sponsors. We get money for projects like the Moot Court competition from a project partner. We partner with the European Council about the final conference on Online Hate Speech and are getting a lot of contact through the work with the conference.

ELSA Luxembourg: I forgot something really important. I want to use the great location of Luxembourg in my advance. I am in the middle of you guys. We are getting a deal for buying ELSA clothes which we want to sell to the Network.

AD EI: I forgot something as well. Advocates for International Development (A4ID) is a new partner of us. We get free legal advice from any law firm that we want, and we can promote ourselves for the law firms.

ELSA Austria: Is the database with information about your sponsors working?

ELSA the Netherlands: No, not really.

ELSA Poland (Milena): It would be great to have recommendation letters from international contacts that are partners of other National Group.

FRIDAY 30th of August 2013

Strategic Development of ELSA Workshop (opened at 10.05)

List of participants:

Anneloes Dijkstra (AD)	ELSA International (EI)
Tino Boche (TB)	ELSA International
Armin Khoshnewiszadeh (Chair)	ELSA Norway
Milena Adamciewska (Vice Chair)	ELSA Poland
Idil Buke Civelek	ELSA Turkey
Burcu Filiz	ELSA Turkey
Loes van der Graaf	ELSA the Netherlands
Solveig Hagnäs	ELSA Finland
Zurab Bezhashvili	ELSA Georgia
Anastasia Vezba	ELSA Ukraine
Arkadiusz Gaczynski	ELSA Poland (LG)
Victor Ferreira	ELSA Luxembourg
Rainhard Fuchs	ELSA Austria
Maximilian Scriba	ELSA Germany
Ola Lindor	ELSA Sweden
Camilla Ny Sevaldsen	ELSA Denmark

Chair (Armin): The workshop today is about the strategic development in ELSA. So the first thing you can do is to take a piece of paper and write down how important strategic planning is to you, the number should be between 1-10, where 10 is the most important.

AD EI: Welcome to the best workshop of the week! We're going to talk about the strategic development in ELSA. It is our passion and duty to talk about this development. So, what is strategic planning? Here we have a short video about this.

So who can tell me what happened in Cologne about this image? What was the point A?

ELSA Norway (Armin): Analysing the situation, and analysing it with a working group.

ELSA Finland: There was a market research.

AD EI: We defined where we wanted to be and we completely made the plan. We have a 5 year plan.

Who knows the tool SWOT [Strengths, Weaknesses, Opportunities and Threats] ? And who uses that?

ELSA Austria: S.M.A.R.T.[Specific, Measurable, Achievable, Relevant, Time bound] rules. In the end it is about evaluation.

AD EI: Yes, we sometimes add "E" and "R" just to evaluate more. [Evaluate, Reevaluate]

ELSA Norway (Armin): The topics we chose for the strategic planning.

AD EI: How did they come out in our strategic planning?

AD EI:

- Internal structure
- Academic development
- Internationality
- External relations
- Financial stability
- Profile of ELSA

These are the points that we want to work on and develop more. We can look on a broader perspective through the years. We have made a Strategic Plan, but we have to implement it on local and national level. You actually need a common understanding of the goals before doing that.

Who has read the strategic planning of the DB? Who knows what's in it?

ELSA Norway (Armin): We shall create have a 5 year-strategy handbook.

AD: Tell me what's inside this strategy handbook.

ELSA Norway (Armin): The minutes of every meeting about strategic planning and the OYOPs of the IB should be added to it.

ELSA the Netherlands: We can put the yearly report of the IB.

ELSA Norway (Armin): In order to evaluate better, there can be more deep summaries of the international events we're having during our terms.

TB EI: Actually, the purpose of ICM Algarve was to keep track and evaluate all of the strategic goals. They just failed before and the goals were not really reached. It was ELSA Germany who proposed to create the handbook.

AD EI: I think monitoring the plan is really important. Every year there should be a report and there will be a final report too. We can move on to handbook from there. We have to decide how this handbook will look like and I want your inputs on this.

ELSA Austria: I think the important parts are the facts and the overview. We are lacking in the inputs about our facts and there is not much detail.

ELSA Poland (Milena): We can have comments from every country on those points, so that we can have some statistics.

AD EI: Do you want something pointed to every national group separately?

ELSA Poland (Milena): Yes, there can be some concrete points for them to comment on, and also there should be a general evaluation.

ELSA Austria: I think it would not be functional for all the countries, because some of them are really lacking in transition.

ELSA Poland (Milena): I think it is kind of a feedback about improving the strategic goals.

AD EI: How important do you think this final report is?

Chair (Armin): I think yearly report is not that important, but the final report is kind of a foundation for the following year.

ELSA the Netherlands: There should be a great focus on final reports – so that you for the upcoming years can look at the development.

ELSA Germany: Yearly reports are actually good for knowledge management.

ELSA Poland (Arek): I think yearly reports are really important because 5 years time is a very long period of time, so it is great if you have all the outcomes in a limited period of time.

ELSA Poland (Milena): Yearly report helps the next board in the way that it conveys a lot of information.

ELSA Norway (Armin): Are there any other regulations presenting it?

AD EI: We have a final report for this.

ELSA Norway (Armin): We have to be very specific about what we want our International Board to do. We have limited human resources and very few people would read such a 5 Year Strategy Handbook because the way the regulations are now it would amount to quite a big document. We have to be smart about what should be included in this Handbook.

ELSA Germany: How much work is it to write that one year plan?

AD EI: It is much work to write the statistics and put it in the context and have all the points.

TB EI: We barely can manage to have SotN filled by 42 countries. And the report takes resources and a great time.

ELSA Poland (Milena): We can't do strategic planning without the yearly reports so it is the resource that we can look at and rely on for the previous years when we start our term.

ELSA Germany: You can't write the final report if you don't know the history of it.

ELSA the Netherlands: You should get a lot of help with this. Don't get behind on it too much and focus on strategic planning.

ELSA Norway (Armin): Is it really worth the time you have on this? It is okay to make yearly report which finished with a a final one.

AD EI: We'll have a working group about this issue and create the framework to get all the inputs.

ELSA Poland (Milena): I would say that it is more work than expected, we're going to talk more about the annex and the implementation, but there is a lot going on.

ELSA Norway (Armin): I don't know how it would be useful, because not every person would read the whole thing. For example, BEST is having 3 days about strategic planning and they are having the summaries of those workshops. So, 20 pages are more readable than our 500 pages report.

AD EI: We shouldn't put all of our energy into this, and it would get easier if we focus on: implementation, measurement, common understanding and promotion. We should make it understandable for all the countries. And if you don't promote this work, it would be all gone.

--- Working groups ---

Implementation/measurement:

How to do it in the national and local levels, all of them should be involved in the process. We need to ask where we are now, to develop other things later. What is the situation that we are measuring?

We can include it in the SotN for every ICM; a detail about strategic goals. We'll pass on the information we had to the other years. Hard/soft facts about the process of Strategic Goals

should be in it. And, since everyone must fill out SotN, it is the best way to make everyone join this.

ELSA Norway (Armin): How can we make the form, how would the questions be?

ELSA Sweden: I am really in favor of this, in general a very good idea.

ELSA Georgia (Mariam): It would be sent two times a year. First plans, and the second one would be more like an evaluation of the development.

We might add an annex to the decision book about measurement and we'll be repeating the same questions that should be answered every year. (5 years)

Common understanding:

It is not only talking about what the words mean, it is why the network needs those goals. We have to motivate Local Groups to go to ICMs to see how it is going.

We can make an annex about strategic goals to make sure that all of them can be understandable. Also we can make a translation to have it easier.

Transparency is also important on this. National board and local board communication would be really well, maybe with coaching.

The strategic goals can be implemented in the decision book.

ELSA Norway (Armin): What is your base to make this common understanding?

We should be precise on this and tell what is really behind the goal.

TB EI: There can be an advisory board or someone to direct some questions, someone who was really in those meetings and discussions. With this coaching, we can avoid misunderstandings.

ELSA Germany: It is difficult to make it concrete without changing the way of understanding. The guideline would not work well on this issue.

TB EI: It didn't have strict guidelines to make it, which was meant by the working group.

Promotion:

It is important to define the problem. Main focus group would be local groups in defining the problem. We can have several activities to make this promotion, first one is to have a video and ELSA officers can participate in this. We can have a video trailer of this, and promote it in the network, and we can bomb it all over. Also personal marketing is important. Each officer would be obliged to promote it and national officers can have a control on the Local Groups. There can also be workshops to promote on every level. Workshops of the joint areas, and workshops for each area. We can create a page for this, too. There can be some inspiration. Pictures put in it. So it would be more popular to have a like page. We can create a game that can be used during the workshops and ICMs.

ELSA the Netherlands: Can we implement a motto to the page, which is anything fun so that everyone will know about this.

All of the work should be very inspiring. During this promotion.

ELSA Poland (Milena): What would be the content of the video?

ELSA Poland (Arek): It is also a great opportunity to convey some info about ELSA in general with this promotion.

AD EI: I really like your inputs about this, so I am really motivated and inspired.

ELSA Norway (Armin): You can take the number you had before about Strategic Goals and see if it's changed or not for you. Has your opinion changed?

ELSA Turkey (Burcu): It has not changed.

ELSA Norway (Armin): From the beginning until now?

ELSA Turkey (Burcu): First I was thinking why we had it all, and I realized that if you don't have any aim you couldn't find your path to continue.

ELSA the Netherlands: In my OYOP I didn't give much importance to Strategic goals, but for now, maybe I can change something after this.

ELSA Norway (Armin): I think it had medium importance. It is a tool to improve our activities and the way we do things. But we have to remember that the Strategic Goals are not a goal in themselves. It is just a tool. The goal is to have members get a good quality out of our activities.

AD EI: It is so complicated to implement a development everywhere and every year we have different officers. If you need something to inspire you while developing your group, you can take your inspiration from the goals. It is a guideline on how to make the association develop more and more.

Chair (Armin): I think this can close the workshops.

ELSA Sweden: Strategic goals is a huge step so far, and I want to stress that we are already on our way and not lost, so I am really optimistic.

--- Workshop closed ---

Table of inputs from working groups:

Working Groups	Inputs	Comments
Implementation	Main question: How to do it on the	

	<p>National Level & the Local Level? How can we get all the groups involved? First thing to do: Ask ourselves where we are now. We have to measure this – the first position + the outcome.</p>	
<p>Measurement</p>	<p>Include the SGQ in the SotN; then it would be mandatory to fill in. We would pass on the knowledge & it won't be forgotten, to have a consistent survey of the facts.</p> <p>With the SotN we would actually be able to reach all the NG's.</p> <p>How should this form be made? This is a discussion to still have – perhaps in a working group. The working group will form questions.</p> <p>First SotN of SG's will be about the current position. Second SotN would be about the development.</p>	<p>How is it going to be created? Including more things than the questions that are already in there might be demotivating.</p> <p>We might add an annex to the Decision Book. We have to have the same questions every year, otherwise we cannot evaluate.</p> <p>The general aim is to make people think about the things that are in the SG's. The Strategic Plan should be seen as a guideline – as inspiration – to know what to think about.</p>
<p>Common Understanding</p>	<p>Common understanding is not only to create a same way of interpreting them. It is also about knowing the process of how they were created.</p> <p>You'll have to understand ELSA in order to understand the SG's.</p> <p>We need to think about how to communicate this to the local boards. Usually the Local Boards will put their own needs in front of these strategic goals – this is mainly the NG's task to deal with.</p> <p>We have to make an annex to make the goals more clear. Language translations would be quite a problem – NB has to do it, because they are the ones who understand it. A translation will make the Strategic Plan more understandable for the locals.</p>	<p>Misunderstandings? How do we deal with those? Goals can mean something completely different to different groups.</p> <p>Per SG – a few lines of explanation. We are very good at vague terms and we should make the goals more specific + the reason WHY the goal was created.</p> <p>Who will decide on this? It's a democratic process. A small working group is usually working on it and then we vote upon it in the Council.</p> <p>A tool could be an advisory board – people who have been involved in the whole process – and who would be able to answer any questions</p>

	<p>National boards should take the time to talk about SG's with their Local Groups (through coaching system). They should take a look at their OYOPs and see which goals can be realized.</p> <p>National boards have to motivate local boards to include the SG's in transition.</p> <p>An annex could be more of an explanation – not necessarily the numbers thing, but more of the understanding. There is no intention to make it very strict. We have to think of the status of the document – how are groups going to work with it. The status is very important.</p>	<p>about unclarity of the SG's.</p> <p>The coaching moments are very important – it could clarify a lot of issues. It would help avoid misunderstandings.</p> <p>Do we want to put numbers in it?</p> <p>Can we make people understand something on how we interpret it? They might interpret it in another way. Maybe we should go away from the idea to define it – maybe we should see it as a general guideline.</p>
<p>Promotion</p>	<p>First important thing in promotion is to define the problem. The problem is to whom do we direct this plan. To local groups??</p> <p>The way of promotion can be done in several 'activities'. Creating a video clip – it must be an inspirational video. Each local group should have the titles in their own language.</p> <p>It would be great if there were also participation of the NG's. Creating a video trailer could be very interesting. There could be a special day for it – when everyone is spreading the video.</p> <p>Personal marketing is very useful because it is very connected to both Local Officers & National Officers. Workshops can be very good for this. There should be two workshops: A joint one (with all the areas represented) & an inspirational/innovational one. We would like to create a like page for it. A Facebook page called 'the future of ELSA'. Inspirational quotes & pictures!</p>	<p>Should we add a motto to the SG's?</p> <p>“SG 18 – Shoot for the Stars!”</p> <p>The SG's must be inspirational!</p> <p>Promotion is a great tool to raise the knowledge of ELSA – for local officers & members.</p>

	<p>The main aim would be to spread the strategic goals to our ELSA community.</p> <p>Creating a SG's jeopardy! It should be played during board meetings & during NCMs. It could be motivational for ELSA members. Promotion really has to be pointed towards local officers.</p>	
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SATURDAY 31th of August 2013

How to Sell ELSA Workshop (opened at 10.17)

List of Participants:

Anneloes Dijkstra (AD)	ELSA International (EI)
Tino Boche (TB)	ELSA International
Armin Khoshnewiszadeh (Chair)	ELSA Norway
Milena Adamciewska (Vice Chair)	ELSA Poland
Haakon Rønn Stensæth	ELSA Norway
Idil Buke Civelek	ELSA Turkey
Burcu Filiz	ELSA Turkey
Loes van der Graaf	ELSA the Netherlands
Solveig Hagnås	ELSA Finland
Andrei Krassiluikov	ELSA Estonia
Keti Mschedlishvili	ELSA Georgia
Tamta Zaalbhoili	ELSA Georgia
Mariam Kashakashvili	ELSA Georgia
Ia Shaverdovi	ELSA Georgia
Bayram Drujov	ELSA Azerbaijan
Arkadiusz Gaczynski	ELSA Poland
Victor Ferreira	ELSA Luxembourg
Rainhard Fuchs	ELSA Austria
Maximilian Scriba	ELSA Germany
Ola Lindor	ELSA Sweden
Camilla Ny Sevaldsen	ELSA Denmark

AD EI: Today is an exciting day for us all, and I think we know enough from the previous workshops to describe ELSA not only to our partners, but to everyone, which is really important. And this will be a very interactive workshop. So does someone want to try to sell ELSA in 30 seconds?

Let's see how long 30 seconds really is. Let's talk about the length of something. When something not exciting is happening, 30 seconds is quite long. Let's talk about an elevator pitch. What is an elevator pitch? It is when you pitch something for a short time, in an elevator. When I was in London I had the opportunity to pitch ELSA to three law firms. It is very difficult, and you have to practice. Networking is one of the most important things for us. So let's practice. First, we should look at the general skills of selling.

ELSA Sweden: It is about having a limited amount of time.

AD EI: When you go into the elevator and usually not longer than 30 seconds and it is all you have to sell ELSA to people. Networking is one of the most important things for us. You should know what would be interesting for the people and choose the points that you have to mention. About selling?

ELSA Poland (Milena): You have to say the exact things that the people in front of you want to hear. So you have to find in the thing that you are selling, the things that are interesting for the one that you are selling it to.

ELSA Germany: Make it attractive.

ELSA the Netherlands: You have to be really convinced of what you are selling.

AD shows a video.

AD EI: So, what do we learn about selling? The attention is on the other person, all the focus. Rainhard, what do you do?

ELSA Austria: We are the biggest student association in the world, and I tell them that we have opportunities such as delegations, moot courts, summer law schools etc.

AD EI: What kind of connection do we want to make with this person?

ELSA Austria: We want to get his attention. Stating the amount of members, saying that we are the largest law students association in the world.

AD EI: Do you focus on the person's expectations? What kind of connection do we want to make with this person?

ELSA the Netherlands: Make him (it) unique.

AD EI: What do you sell in your countries? Do you sell ELSA as a whole, or some moot court, STEP? Let's do a round.

ELSA Poland (Milena): We mostly sell concrete projects and access to the Universities and students.

ELSA Norway (Armin): It depends who is in front of you. You can sell ELSA as a whole or some concrete projects depending on the people.

AD EI: What do we sell about ELSA? Let's look at the unique selling points of ELSA. I want to hear more.

- Big amount of members
- Big international partners, corporates
- Long experience
- 42 countries

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- Academic quality in 42 countries
 - STEP
 - Internationality
 - Career/social opportunities
 - The connection within all the members

AD EI: Does anybody talk about our vision, what we stand for?

ELSA Germany: It depends on whom you talk to. If we talk to human rights groups, we talk about that.

ELSA Norway (Armin): We try to say our vision as a first point in every meeting we have.

AD EI: Corporate responsibility is important. CSR [Corporate Social Responsibility] is really hot. If you can sell that you are hot, then people will invest. We sell that we are good for society. Anything else that we sell about ELSA? What is the quality of our students? They are really ambitious? These are the people who want to create a future for themselves and they are eager to meet with all the people around the world. Any other unique selling points? No, nothing?

ELSA Austria: We have people that are better than the general law students.

AD EI: Ok, so let's move on. An elevator pitch is designed to form a conversation and you'll say exactly the right, interesting points to make it attractive in a very short amount of time. You have to be very clear, authentic, you have to highlight the unique qualities, be convincing, use proper vocabulary, good posture and eye contact.

Take 10 minutes to look at unique selling points of ELSA and think of how you would pitch them in 30 seconds.

Presentations.

--- Workshop ended at 12.10 ---

Leadership Training (Opened 14.30)

List of participants:

Anneloes Dijkstra (AD)	ELSA International (IB)
Tino Boche (TB)	ELSA International
Armin Khoshnewiszadeh (Chair)	ELSA Norway
Milena Adamciewska (Vice Chair)	ELSA Poland
Haakon Rønn Stensæth	ELSA Norway
Idil Buke Civelek	ELSA Turkey
Burcu Filiz	ELSA Turkey
Loes van der Graaf	ELSA the Netherlands
Solveig Hagnäs	ELSA Finland
Andrei Krassiluikov	ELSA Estonia
Keti Mschedlishvili	ELSA Georgia
Tamta Zaalbhoili	ELSA Georgia
Mariam Kashakashvili	ELSA Georgia

Ia Shaverdovi	ELSA Georgia
Bayram Drujov	ELSA Azerbaijan
Arkadiusz Gaczynski	ELSA Poland
Victor Ferreira	ELSA Luxembourg
Rainhard Fuchs	ELSA Austria
Maximilian Scriba	ELSA Germany
Ola Lindor	ELSA Sweden
Camilla Ny Sevaldsen	ELSA Denmark
Lika Shikhiashvili	ELSA Georgia

Leadership training

--- Workshop ended at 19.30 ---

Training evaluation (Opened at 19:51)

List of participants:

Anneloes Dijkstra (AD)	ELSA International (IB)
Tino Boche (TB)	ELSA International
Armin Khoshnewisazadeh (Chair)	ELSA Norway
Milena Adamciewska (Vice Chair)	ELSA Poland
Haakon Rønn Stensæth	ELSA Norway
Idil Buke Civelek	ELSA Turkey
Burcu Filiz	ELSA Turkey
Loes van der Graaf	ELSA the Netherlands
Solveig Hagnäs	ELSA Finland
Andrei Krassiluikov	ELSA Estonia
Tamta Zaalbhoili	ELSA Georgia
Mariam Kashakashvili	ELSA Georgia
Ia Shaverdovi	ELSA Georgia
Bayram Drujov	ELSA Azerbaijan
Arkadiusz Gaczynski	ELSA Poland
Victor Ferreira	ELSA Luxembourg
Rainhard Fuchs	ELSA Austria
Maximilian Scriba	ELSA Germany
Ola Lindor	ELSA Sweden
Camilla Ny Sevaldsen	ELSA Denmark
Lika Shikhiashvili	ELSA Georgia

Chair (Armin): Now we have the training evaluation. Let's have a roundtable and hear what people thought about it, especially what one gained from it.

AD EI: What did you learn from it, what are the outcomes?

ELSA Poland (Milena): It is great that we had a discussion about decision making. I quite liked the last part about public speaking, but it was not really inspiring for me and I don't feel that I

learned anything new from it. The whole training was good actually, but definitely not the best one.

ELSA Norway (Haakon): It was great; I really liked the decision-making training.

ELSA Turkey (Burcu): The communication part was good, and we got to see how we should approach the people really well. Regarding the public speaking, I think that it was not really relevant.

ELSA the Netherlands: Communication was fun, yes. I agree with Milena and Burcu about the public speaking. It was not learning, but more like getting aware of everything about board management and realizing that there are different people in your group.

ELSA Finland: The public speaking part was about cooperating and how to divide the tasks, and I liked it and it was all in all inspirational for me.

ELSA Poland (Arek): I really enjoyed the atmosphere. I am not sure we covered everything about how to be a good leader and the leadership role. The best moment of the training was when we finished, when they played the music. It was very useful for me.

ELSA Estonia: The ending was very interesting and I had some time to think for myself. Since it is my first IPM I don't really have anything to compare this with.

ELSA Georgia: I think that the presentation on the public speaking should be better organized and structured.

ELSA Georgia (Keti): I can't evaluate – I didn't attend.

ELSA Georgia (Irakli): The same goes for me.

ELSA Georgia: It was interactive and I liked it. Thank you for everything.

ELSA Luxembourg: I like the interactivity of the workshops, but what I didn't like was that all the topics were not really related to each other.

ELSA Austria: Yes, I liked the atmosphere and it was not boring at all. There was no new input for me. It was not about leadership, but besides that, it was a good training on its own.

ELSA Germany: I really liked that it was not really related to our position, and I didn't expect something like this. I enjoyed it a lot. He made us think a lot and it was inspiring, and I liked his perspective, because it was different.

ELSA Sweden: I got so much inspiration. I really enjoyed the training. It was not about leadership and more about the dynamics between the people. The substance of this was about leadership, but connected in some different way. One suggestion about the public speaking-part, it was a bit of a separate subject within leadership, and we could have used a bit more theory about it. Before having the movie we could have discussed what to look for in general.

ELSA Denmark: It was more about communication, and how you present yourself. And it is important in managing your board using those points. I think it was a great one.

TB EI: I enjoyed the communication of the trainer, he was smooth and different. The tasks were a little bit unclear. It was kind of lost that we had so many topics and we didn't have an overall conclusion. But it was a good training, although it was less about leadership.

AD EI: I agree. His point of view was really different and it was inspiring for me. Although it was controversial at some point, I liked that the way he made me think more. But it was not necessarily a training on specifically leadership.

ELSA Norway (Armin): I don't really care about trainings and I didn't get so much out of it. I liked the decision making part of the training, though.

ELSA the Netherlands: I think we learned more about how we function and work.

ELSA Germany: There are some points that are not really related to leadership, but I can use them in board management.

ELSA Norway (Armin): A good point he made was that he asked why the people didn't speak up when we had the decision-making training.

ELSA the Netherlands: I learned more about how we work together, than leadership in general.

Chair (Armin): We are finished with the workshop. But because people are leaving soon, we'll have a miscellaneous workshop. Does anyone have any topics that they want to bring up?

--- Miscellaneous ---

ELSA Turkey (Burcu): I really liked the fact that we improved our key area knowledge and it was a good decision to have this workshop.

AD EI: Maybe we can have some final remarks.

ELSA Norway (Armin): I have several points: There are some problems with ELSA Couchsurfing. There a lot of requests and I don't know if they are from ELSA or not. I want to make the presidents admins, so there won't be any problem.

ELSA the Netherlands: How many notifications will we get?

ELSA Norway (Armin): I can sleep at nights; I mean, it is not that much.

ELAS Denmark: Can we give it a try?

ELSA Norway (Armin): Okay, I take that as a consensus. You can delegate it to your other board members too. Then we'll try it.

ELSA Norway: We have a lot of parties at international meetings, but the workshop quality goes down, and people are too tired to function properly. I suggest that we somehow cut down on the amount of parties, but I want to hear reactions from you guys.

ELSA Germany: It would be good to have some chats with small groups at night without having full-blown parties, but just being at the hostel/hotel, which is really inspiring for all of us. We can get so many topics out of it and people want to do this, I think.

ELSA the Netherlands: Instead of heavy party, we can go to a lounge or something.

ELSA Estonia: Much like the same point that ELSA the Netherlands had. We don't have to make all the parties that heavy.

TB EI: It would be nice to have some time in the evening because most of the officers are still working during the ICM.

ELSA Poland (Milena): I totally agree with the idea, but remember that for the OC, they can get everyone out of the hotel when we're having parties at the clubs. There might be heavy drinking in the hotel if no one would go out.

ELSA Turkey (Burcu): I don't think we should have a system; we can have an understanding about this, by pushing our officers.

ELSA Germany: I think it would not work and you can't change the understanding of a normal officer, also the lounge idea would be good. How do you want to solve the hotel problem?

AD EI: I like that you are bringing it up. It is very important for the IB and the OC, and it creates a great responsibility. If someone would be really injured or dies, ELSA is gone. I want to have a further discussion about this.

ELSA Austria: Totally agree with that. If you provide the parties, the people will go and you cannot have a common understanding about this, there will be so much pressure on people, as I had at the previous ICM. The quality is going drastically down in the workshops.

ELSA Denmark: People are grown ups, and if they don't want to drink it, then no. Don't follow the group pressure and do be productive for the workshops. We have a rule in NCM Denmark that no one can drink during workshops.

ELSA Austria: I think it is more important to talk about the problems of the SAM, KAM and IPM. In ICM we should provide the parties. We should use the time for quality.

ELSA Turkey (Burcu): What would happen in ICM Bodrum, if there were free alcohol?

AD EI: Since it is an exception, we can discuss it later.

ELSA Finland: The reason for people going out to parties, people want to get to know each other and go crazy. But we can go crazy without alcohol. We can have organized events without alcohol. E.g. game night.

ELSA Germany: What I'd really like to have in ICM – one day, no party and alcohol for security and some good talks. In clubs you can't have anything like that. Also you can do national drinks at the end of the workshops. For the area meetings, we can decrease the parties too.

ELSA Austria: I would really like to have more reporting time, because as it is now we have no time to talk about anything if we have parties, I mean, all the ICMs are crazy. And it is hard to have this in big delegations.

ELSA Georgia (Zuka): A lot of participants really want to just enjoy it, not all of them know a lot about ELSA and they want parties. It would be hard to have 300 people all over the city and it is not secure, too.

ELSA Luxembourg: If we want to increase the quality, maybe we can have less people at the event. Here we have much more quality than at the ICMs. It can't be really serious with 400 people.

AD EI: We have been talking to an alcohol company, about "responsible parties" – they have implemented this in some countries and it is really popular these days. Basically, it is a regular party, but Pernod Ricard comes with a team to make it 'responsible'. They provide you with everything, for example they have food and water that you need between drinking, and alcohol percentage meters, condoms too. They are willing to cooperate with us, and if you like this idea I'll really go for this.

Chair (Armin): Maybe we can discuss this issue on the mailing list, or maybe we can leave it for the upcoming ICM.

ELSA Austria: We should be the contact persons about this issue and talk about this with our boards; that would be easier.

AD: I think we should try it; I will open a discussion on the mailing list.

Chair (Armin): Are there any other points for miscellaneous?

No, then we'll finish.

--- Final remarks for the ones that are leaving and evaluation ---

ELSA Denmark: This was my first IPM; for once the presentations were not boring. The training was good and I loved that everyone is comfortable and open-minded.

ELSA Sweden: It is a very good IPM for me, I really liked the academic program and workshops, I am really motivated.

ELSA Germany: It is my first IPM, too. And the workshops were really cool, and we were all comfortable. I learned really much that I was not expecting. I got a lot of inspiration out of it.

ELSA Austria: I liked the quality of it all. And the presentations were good; you were really prepared and we had open discussions that I really liked. We discussed it freely. It is bad to only have 11 countries and it would be better with better participation. I got a lot of input out of it. What I got was really a motivation for me.

ELSA Poland (Arek): It was my first international meeting with ELSA and I got everything I expected. So much motivation and experience.

ELSA the Netherlands: I was afraid, because I had to come here all-alone, but I didn't feel alone here and I want to thank everyone for this. Even the strategic development workshop was fun; all of them were really productive. I am so inspired to visit all your events and NCMs.

ELSA Finland: Thank you for making this IPM so memorable. I got very inspired and motivated.

ELSA Poland (Milena): It was better than I expected and I got really motivated, the outcome is really good.

AD EI: I got inspired, probably much more than you guys even, and it was a great week for me and thank you so much for coming here, this makes me so happy.

SUNDAY 1th of September 2013

Closing Workshop (opened at 12.00 pm)

List of participants:

Anneloes Dijkstra (AD)	ELSA International (IB)
Tino Boche (TB)	ELSA International
Armin Khoshnewszadeh (Chair)	ELSA Norway
Idil Buke Civelek	ELSA Turkey
Haakon Ronn Stensaeth	ELSA Norway
Victor Ferreira	ELSA Luxembourg
Mariam Tsertsvadze	ELSA Georgia
Keti Mchedlishvili	ELSA Georgia
Bayram Orujov	ELSA Azerbaijan
Karim Karimov	ELSA Azerbaijan
Toghrul Bayramov	ELSA Azerbaijan
Mariam Kesrelava	ELSA Georgia
Zurab Bezhashvili	ELSA Georgia
Tamta Zaalishvili	ELSA Georgia
Andrei Krassiluikov	ELSA Estonia
Burcu Filiz	ELSA Turkey

Chair (Armin): I open the last session of the IPM. We already had miscellaneous yesterday, but we'll have the topic again, does anyone want to say anything?

AD EI: I want to bring up the Skype forums, what you think about them. The idea is that we open Skype for 2 hours in a week, or once in 2 weeks. It would be a period where anyone can ask something to the IB.

ELSA Estonia: We can schedule a day for this.

ELSA Norway (Armin): How would IB handle this?

AD EI: We are not at the House at the same time, but we will figure it out.

ELSA Norway (Armin): I think it is not important, because we also email each other and can schedule a time for Skype if it is needed. You should have better flexibility.

ELSA Turkey (Burcu): It would be better with once a month; it would give you the flexibility.

AD EI: All IB members at the same time, or everyone has their own time?

ELSA Turkey (Burcu): I'd prefer if all of you (the IB) can be online at the same time, but just try this and then see if it works.

ELSA Norway (Armin): If you feel that it will help, of course, have a try. But it takes much time and effort.

AD EI: You guys are not afraid to write me, but there are some countries that are not comfortable with this. Maybe people would feel more comfortable if we have Skype.

TB EI: I think we can give it a try and then see what'll happen.

Chair (Armin): Any other comments or questions? Any other topics for the workshop?

All right, let's move on to the IPM evaluation. Let's have a roundtable.

ELSA Luxembourg: The quality of work was really good at this IPM, I mean it is better than the workshops of ICMs.

ELSA Georgia (Mariam): The workshops were really inspiring and we had some productive discussions.

ELSA Georgia (Keti): I learned so much from the lectures, workshops, and you as well. You are a really great team and I love you.

ELSA Azerbaijan (Bayram): We learned a lot from all of you, and thank you for this organization.

ELSA Azerbaijan (Karim): It was the first time for me, and it went really great.

ELSA Azerbaijan (Toghrul): It was also the first time for me and I want to thank everyone for this week.

ELSA Georgia: Most interesting parts were the workshops for me, especially the strategic goals and it is very important realizing the strategic goals of the association. It was also fun for me to participate at the selling ELSA workshop, and thank you all for the participation.

ELSA Estonia: I wish I'd come earlier for the workshops, and this is all inspiring for me all, and thank you very much.

ELSA Turkey (Idil): It was very good to have some more information about the Key Areas.

ELSA Norway (Haakon): I think I would gain a lot from this IPM and share it with my board when I get back home, and spread the ELSA vision beyond new horizons.

ELSA Norway (Armin): I actually liked the IPM quite well, and I really liked the expansion workshop among all of them. In general we structured the workshop in a more interactive way and it was the best part of this IPM. Thank you very much Tino for your presentation about the Key Areas. Of course I liked the strategic goals workshop, and also we were criticizing lots of things aside from the topic, and it was really productive to have those discussions.

TB EI: I really would like to thank you for your attitude and the belief that you put in. I really liked this way of working, also about the Key Areas. We also had the opportunity to talk about larger questions, because we all are new in our terms. Thank you for the attitudes of all of you, and I'd like to thank our chairs and secretaries.

AD EI: We were actually 22 participants, and when you get together with the countries that are really into the topics, it turns out really productive. It is much harder to have these discussions with a big group. And everyone is always sharing, really open to each other and having great discussions. It makes me really happy if you feel inspired from all of it. I just provided the structure for talking and you did the rest, thank you very much. Thank you ELSA Georgia for participating at the workshops, usually OCs don't do that at all. I think we had a good IPM, and it is the best thing if you are motivated and could learn from each other. Also, thank you to the secretaries. Thank you for the ELSA spirit, too. I'd like to say thank you to our chair/OC again.

Chair (Armin): Do you have anything to say before closing the IPM?

ELSA Georgia (Irakli): We didn't have any idea about having this IPM before going to the last ICM. The ELSA network really means something to us; it is everything to us. Probably many things could be done better and maybe we can have other IPMs, I don't know when. I want you to know that you have many friends in Georgia.

TB EI: Please contact us if you have questions, and don't wait to talk about this until the international events.

AD EI: Don't hesitate to put something you are proud of to the mailing list, or on the Facebook group. We are all there for you and want to be accessible for all of you.

Chair (Armin): Thank you for being calm and respectful to each other. And I officially close this IPM.