



CEC European Managers
Presentation speech by Mr. Ludger Ramme
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Dear President Annika Elias, Dear Dr. Diz, Dear Presidents and Vice-Presidents, Dear members of the Steering Committee, Ladies and Gentlemen,

It is my pleasure to present to you my candidature to become the next President of CEC European Managers. I have been proposed by the United Leaders Association of Germany, ULA and nominated by the Swedish delegation at the same time with three other colleagues to complete the officers team. They will speak to you afterwards. This team was nominated after consulting all members and considering the skills needed in order to tackle the future challenges.

I want to make it clear that my candidature should be seen as joint program of a team of officers.

The challenges and actions I will talk about will be mutual challenges and actions. Please let me briefly introduce myself:

Many of you have known me for a long time. In fact I have been active on the European Managers scene since 1994. So I do not need to say much about me. I had started my career as a young lawyer in the federal ministry of science and education in Bonn, later I worked as a company lawyer in Bremerhaven and then I was employed by ULA – United Leaders Association in Germany. At ULA I was involved from the beginning in European affairs. Even though I became the General Manager of ULA with lots of responsibilities on national level I have always been able to remain involved in the European topics which interest me most.

Let me now speak about my motivation to be elected as President of CEC.

Being on different officers teams since 1996 speaks a little bit for itself what concerns my dedication to promote the managers view on European level. For me this has always been indispensable.

More than 80% of the legislation in social affairs and labour law is influenced by the European Union. If we want to participate as managers in shaping our society we have to be represented in Europe. I believe that the founding organizations of CEC and CIC have understood this quite early in 1951.

CEC has done a very good job if we consider our limited resources. After joining so many officers teams and after cooperating with so many of my colleagues ULA and many other members of CEC think the time has come for me to take the lead of our European organization. I should have to invest and make use of my competencies and my network of persons and organizations to the benefit of CEC. Personally I am ready to bring in my ambition and experience to prepare CEC together with a qualified team for the challenges of the coming years. CEC will have to modernize itself and to change if we want to remain successful.

If we all agree that industry and economy have changed in the last years then we should really prepare ourselves for what lies ahead of us. Demography and the digital revolution will even more change our working conditions. Our challenge as managers and professionals is to contribute to strengthen the European Social Model and join all our forces to make Europe a creative, competitive and attractive place to live and work. We are entering into an age of cooperation in digital networks. We, the managers are replacing hierarchies by content and projects.

I see my role as president in turning the light towards our common strengths and goals and leave aside what could separate us. CEC is our voice, a strong voice of one million managers from more than 15 European countries with growing numbers.

We are determined to implement the specific views of our members into the debates inside and outside the European Social Dialogue. Not to be different, but with the intention to serve the whole society and strengthen mutual cooperation of all groups. Managers need to be involved in the change that is caused by the megatrends which I have mentioned. Through our skills and our special role in the companies managers can help to build bridges for mutual understanding and successful teamwork.

My wish is to make use of the very wise impulses that our outgoing president Annika Elias has given us during her mandate. She shaped a path for us to go on in the future: We have decided on a vision of CEC and we were able to agree on a common definition of the word manager on European level. These achievements need to be used and developed. Together with the team I want to proceed in this sense of continuity. It is for me a personal relief that my Italian friend and colleague Luigi Caprioglio from CIDA has agreed to continue in the officers` team for a second mandate. Being an experienced manager in a real company he is a man of numbers and figures. With his skills he especially did a good job in the organization of our office, the financial controlling and the cash flow management.

Let me explain in the next minutes which will be our objectives during the next mandate, if you think this worthy of support:

- One of the corner stones of CEC European Managers` activities is to maintain its role as a social partner on the European level and strategically improve its influence and position towards European employers` organization and unions. We have to realize that CEC cannot play the same role like the big Social Partners. We have to be realistic. At the same time we should not surrender to disappear. The point of managers is always worth listening to. Thus our role should be the one of a proud junior partner.
- CEC European Managers aims to achieve the implementation of its agenda by increasing its lobbying efforts towards relevant decision makers, including MEPs, European institutions, and other potential European partners. I think we can do much better in this field if we all combine our

strengths. I will charge myself in defining a strategy on how to professionalize our relations with the European Parliament.

- Another asset of our member organisations is the vast network of managers. They are sometimes eager to learn from each other. By cooperation with suppliers of management trainings CEC can provide knowledge and Know-how on management and leadership. We have already started talks with EMA, European Management Association and we will work out a beneficial agreement up for your decision. Member organisations which are not unions will especially benefit from strengthening this activity.

- Many of you are members of our Social network called Managers' network. It has not been so active in recent times. During my mandate I want to relaunch it or integrate it in the large Social networks. The aim is clear: Individual members shall have the possibility to experience the connection between more than one million managers worldwide.

- During the last years CEC professional federations have voiced their concern about their role inside CEC. It is a fact that communication has sometimes been difficult. My analysis is that nobody is to blame for this. The reality is that some federations have a hard time to survive. To my mind a solution to this problem is to increase communication and set up a working group consisting of representatives of the federations. In any case we have to make sure that we work together and not against each other.

- I have mentioned the need for better communication with the professional federations but this is also true for the internal communication with national member organisations. The new post of communication officer in person of Johan Brisson has already shown effects and we hope we will be able to go along this line. He provides us with regular press work and this really gives a potential boost to our visibility on the Brussels scene and it is also a good preparation for those member organisations which want to speak about CEC to their members.

- Another project will find our special attention. It derives from a proposal of some of our smaller member organisations and we have already launched the preparatory activities. In fact we are presenting tomorrow the results of the first survey of the European Managers Panel. We have up to now more than 1000 panelists from many countries and CEC will be known as the first organisation to make use of such a high quality international panel. We plan to make a survey around four times a year and we will use this tool in order to shape the image of the European manager.

I beg your pardon if I have to summarize all the good ideas that we have put together. I am sure of the support of my team that is composed of two men and two women for the first time.

One thing is very important to me. Although the statutes of CEC speak about four officers the invitation to work with me is directed to all delegates of the

Steering Committee. Anyone of you who has a good idea or would like to contribute to the development of CEC will have my ear and my support. Of course not everything can be done and not everything can be promised. But I can commit myself to welcoming each activity and to carefully examine possibilities for realization.

Another point is the revision of the statutes in order to give the CEC a modern set of rules. In fact we have discussed recently about it in our Officers Meeting. At the same time we have just faced, in preparation of this General Assembly and the Steering Committee, that some rules are missing or are unclear. I am available to open a debate on the revision of the statutes as I have said to be available for a discussion on the Revision of role of our professional federations. These debates will be fruitful for our organisation and will be carried out in the sense of transparency and good cooperation.

Let me close my presentation with a political remark. It is even linked to the statutes. In the statutes it is fixed that CEC is a non political organisation. I think it is good to respect that. But we have to see that Europe is facing the largest economical crisis since its creation. Many countries and especially many people are suffering hard. Unemployment is a terrible tragedy for young and old. It is quite a common reflex of human beings to look for others to blame when things are getting serious. This is why we see the rise of right and left fanaticism. And I think I speak for all of you if I say: Although we are a non-political organization we will stand up against all sorts of nationalism and extremism.

For the relations inside our organization it is not easy. We are of course affected by the national debates.

We should concentrate on our professional judgment as managers. We have common convictions and common ethical standards as values for managers. These European values are our strength and they will overcome national discussions. In this respect I would like you to join me in a mutual effort to help Europe as a whole to overcome the crisis.

EUROPE. A word still full of magic. For me it is the place to be.