

Speech of Maxime LEGRAND
Confédération Internationale des Cadres – CIC
CIC – Worldwide Managers
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Ladies and gentlemen,
Distinguished delegates,

It is an honour to address you today on behalf of the International Confederation of Managers. It gives me the opportunity to highlight the vital role of managers in shaping future-fit workplaces and thus a more efficient and sustainable economy and society.

It gives me the chance to remind the role of managers in social dialogue, who can facilitate communication and understanding between various stakeholders. As a manager, you take responsibility, with expertise and/or a team. You agree to take a collective with you, whatever the size and form that it takes: a team, a workshop, a trade union-organization, a company, a city, a country.

When we get involved in organizations like ours, a managers' union, it is of course also to have an impact, around us, in our company and more generally in the society in which we live. As an organization representing managers, we therefore have a dual commitment.

And in saying this I am fully aware that the challenges we face are more and more numerous.

First, there is this war in Ukraine that does not end. It is a tragedy because thousands of people are killed every week. It is a war with international cyberattacks with the permanent aim of destabilizing democracies. And this war unfortunately has concrete impacts. As energy prices soar, everyone is a little more inclined to look at their daily problems on their primary needs, food, housing, heating, or cost for mobility.

This situation does not favour crucial longer-term objectives. Yet, short-term concerns and future resilience are intimately linked. So, we need to design climate and environmental solutions with clear business cases now.

In today's interconnected world, managers hold a significant responsibility, not only for the success of their organizations but also for the well-being of their employees

and the broader community. They are the catalysts for change and transformation, responsible for strategic decision-making, resource allocation, and ensuring operational efficiency.

Managers have a pivotal role in promoting decent work and improving labour conditions. But to be able to do so, several conditions must be met. Among them of course, the freedom of action needs to be recognized in social dialogue everywhere in the world and managers need a place there.

More than ever, we managers, must defend our positions, question what our leaders are doing and planning for us. We must do this because it is in our nature to want to understand things for ourselves, but also to give meaning to our teams.

But this has become all the more important as some of the values we uphold - professionalism, knowing what we're talking about, rigor in demonstrations, all those values are less and less shared by some of the political elites in the world.

Therefore, we must continue our work to inspire current and future generations.

We need real leaders who draw a future that is both feasible and liveable.

We need trained employees and managers, we need meaning, we need to live in a more equitable society that offers equal opportunity to all diversities and minorities.

We need to show what leadership means today.

Honourable delegates, honourable representatives of governments,

Take this into consideration: encourage politics that promote leadership, that ensure the representation of managers in social dialogue.

That guarantee independent trade unions organizations, politics that give prospects to future generations, that enable achieving our collective potential, preserving Freedom and Health, the most two important things we have.

A society where the way work is organized takes care of employees, where the managerial function is valued, where those who make the effort to acquire expertise and skills where those who take up challenges are rewarded, such a society would be a much more innovative and creative society, much more efficient economically and much more beneficial for democracy.

Thank you for your attention.