



**Future
Manager
World**

FMW Global Monthly Magazine

n.3 09/21/2023

Special issue
Evolving (digital) world



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Group Editorial

One year after FMW Dubai Conference: what changed?

Author: Lloyd Dicks

FMW Conference, held in Dubai in 2022, brought together leading recruiters from around the globe to discuss and predict the trends that will shape the recruitment industry in 2023 and beyond. Predictions were made, and the time has come to compare them to the reality we live in now, one year later.

After COVID-19, it was unlikely that the industry would have ever returned to the pre-pandemic way of working. Companies have been forced to adapt to remote/hybrid working models - a trend that is likely to continue, since it led to even more flexible working arrangements so far. The popularity of remote working has opened up opportunities for companies to source talent from other geographical locations.



Moreover, despite the high levels of unemployment caused by the pandemic, the demand for talent was - and still is - greater than ever. This has also led to an increase in the number of applicants for jobs they aren't qualified for, making the need for an effective recruitment process more critical than ever, other than specific training initiatives for employees and future applicants.

Candidates are increasingly prioritizing lifestyle over traditional job perks and are more likely to choose to live in locations where the weather and lifestyle suit them. Companies located where the talent is scarce and the cost of living is high are advised to look to Countries where their strong currency buys better talent (e.g. India, South Africa, etc).

Lloyd Dicks



News from the Market

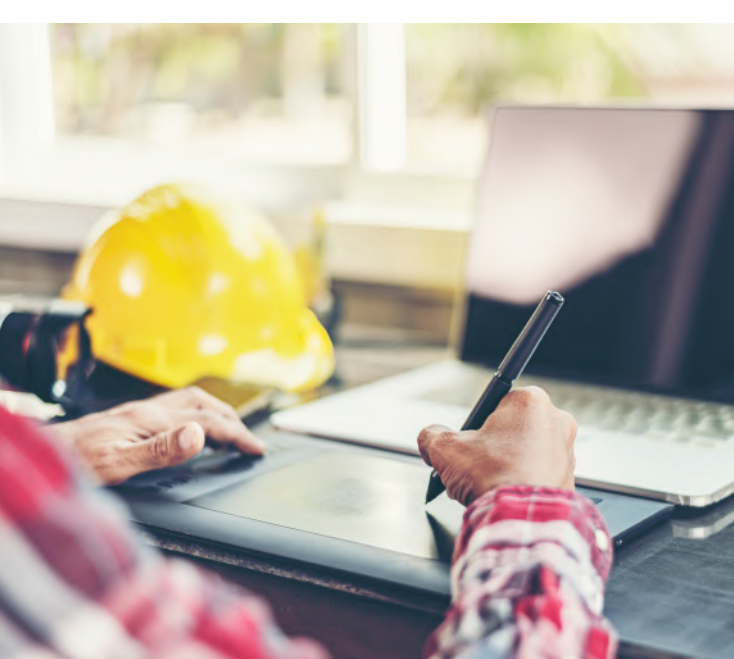
South of France Country Manager Rodolph Castel has acquired a client committed to meeting the major industrial and societal challenges of the energy transition, decarbonised power generation, and clean mobility, thanks to its technology in the micro-turbomachinery. The need is for a Technical Sales Manager in Italy. To this end, the Italian team has already started all the necessary operations.

At the same time, our esteemed Colleague Rodolph Castel is managing another client, one of the major companies in the health insurance sector. After a detailed medical market survey, Mr. Rodolph Castel is collaborating with this Company for the possible need of Talent Acquisition in the Netherlands.



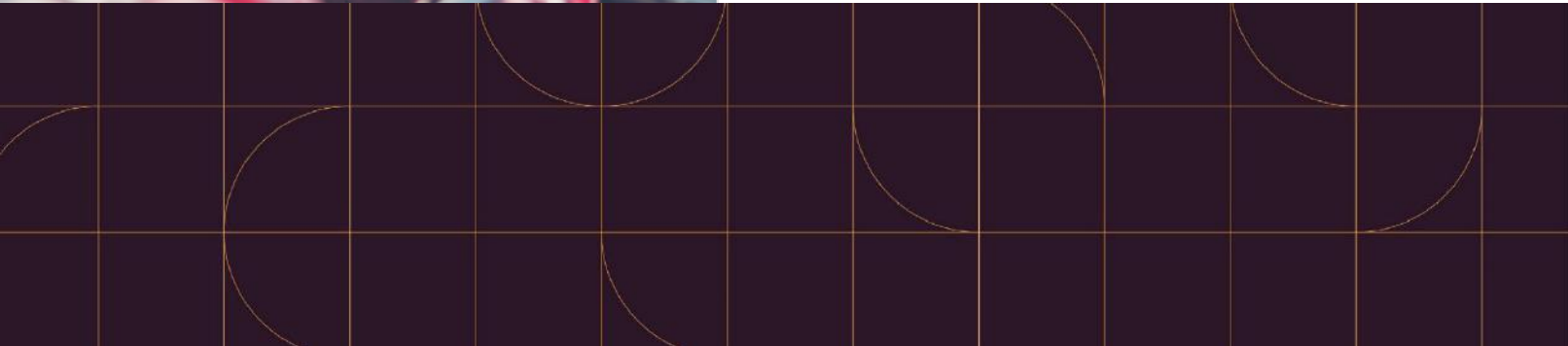
As for another area of France, North of France Country Manager Stéphane Glaser is collaborating with Future Manager Scandinavia for the search of a Key Account Manager. The profile will be in charge of the Swedish area for an historic FMW client focused on the digitalization of all retail stores with the IoT technology.

Moving to FMW India, Abhiruchi Shrivastava is collaborating with Nicolas Milonas, FMW China Country Manager, both for a Talent Acquisition and EOR project in China, requested by a client with several years of experience that operates in the cryptocurrencies field. Furthermore, FMW India is already in contact with Brazil for the search of a Business Developer in that country. FMW Brazil and Abhiruchi Shrivastava are currently collaborating to identify the best solutions to meet the need of the client, focused on the Gaming sector.



Shifting to the APAC region, our esteemed Colleague of FMW Japan Kevin Naylor is actively collaborating with Nicolas Milonas. The project they are working on involves the search of a Country Manager in China for a client that is leading the food industry towards digitalization by using specific platforms.

Returning back to Europe, FMW Germany represented by Angela Hornberg in quality of Germany Country Manager is already working on the search of a 4.0 Industrial Project Consultant with the Italian team.



The client requesting this profile is one of the most important Italian institutions providing high-level research, training and consultancy services in the field of management, economics and industrial engineering.

As for the Italian team, FMW Italy has been operating on several projects over these past few months. Among them we can find the organization of a group dynamic to acquire new talents in corporate communication and marketing for a global giant in the Alcohol & Spirits sector - as well as another group dynamic for a client in the Industry 4.0 field, to find new professionals dedicated to Sales Digital Solutions.



Last but not least, the team is also close to a final agreement on a hiring proposal for a Reporter & Accountant to board on a local company promoting Made in Italy and circular economy, and a new HR operation has started for the search of a Technical Sales Support Specialist for an international colossus of the Chemical industry.

Bernardo Tosco

Policies

News from the Industries

Did you notice some changes on your favorite social media, or new privacy statements to give your consent to? If so, this may be the first effects of the Digital Services Act.

Almost one month after its approval across the European Union, the DSA is slowly transforming the Digital landscape by shaping the way we interact online. As part of the EU Digital Services Act Package, further regulation will be issued for the use of Artificial Intelligence in daily life (AI Act), by taking into account benefits and threats. But what is the DSA about, exactly? The main topics involve moderation and accountability, algorithmic transparency, improved user reporting and data access.

This means that online platforms have to commit more against illegal content - including hate speech and harmful material; be more transparent about the way they target content for a more personalized online experience - and limit excessive targeting, especially in case of underage users; ensure more human control on the web and give users more power over their data and its protection. As for Artificial Intelligence, according to a LinkedIn study, 39% of professionals around the world are concerned about the possible impact of AI on their jobs but still excited to learn about it, making data transparency and privacy serious challenges to tackle by the end of 2023, other than a precise risk framework to assess different levels of risk for each technology (e.g.: biometric manipulation, Generative AI, etc.).

A safer, user-centric online environment is probably a few regulations around the corner. We just have to wait for it.

Valeria Vetri





Corporate Updates

After four months from the approval of the expansion plan on the European territory during the first Federal Assembly, a crucial result has been achieved in Germany.

Mrs. Angela Hornberg, founder and CEO of Advance Human Capital, officially joined the Future Manager World Federation on the 11th of September 2023 when she came to the FMW HQ in Milan to sign the partnership agreement.

The meeting was divided in two sessions. The first part was focused on Angela's introduction to the Italian Team and to all the crucial assets necessary to second part, that was instead focused on the scheduling of the meetings with all



the partners with priorities inserted in a larger optic of business development. Indeed, the strategic partnership with AHC – located in Frankfurt – allows the Federation to develop numerous projects with all the other European Countries included in the Group, but also with all the Federated Entities present in the APAC region.

Thanks to the 22 years Mrs. Angela Hornberg matured in the HR sector and to her 10 years-experience in the Banking sector, the FMW Federation is enhanced in all the components of its brand identity: proposing avant-garde, global and authoritative solutions for companies worldwide.

Bernardo Tosco



Inside FMW North of France

Stéphane Glaser

Stéphane Glaser is 51 years old, living in Strasbourg, France, having two children in their twenties.

Educational Background

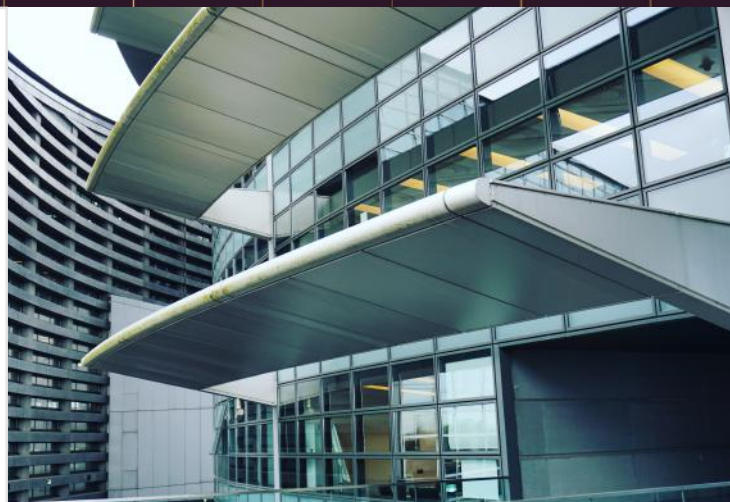
Stéphane holds a degree of the ICN (Institut Commercial de Nancy), French Business School, based in Nancy as well as a MBA in Business Administration (Copenhagen Business School). He speaks fluently English and Spanish.

Managerial Background

A first sales and managerial experience spent at companies like Mars Inc. and Coca-Cola Enterprise & a strong track-record in the Executive Search industry (more than 20 years). Since 2009, he owns Global Mind Search, with offices in Paris, Strasbourg, Zurich and Geneva, leading a team of 7 people.

Entrepreneurial Background

Stéphane is a real entrepreneur who developed strong partnerships over the years with various types of companies, mostly international ones.



Stéphane Glaser

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Future Manager World

Planning Future - Acting Present

We are present in:

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