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Presidents Message



Dear Members and friends,

I am very happy to meet many of our members in Barcelona for a good EASA Region 9 convention in Barcelona (24-27 of Sept, 2015). This year, our theme is « Networking for Business Growth ». I would like to share with you some extracts from the following very interesting report :

Top 9 Benefits of Business Networking - Business Networking is a really valuable way to expand your knowledge, learn from the success of others, attain new clients and tell others about your business. I highly recommend business networking as a way to gain new clients and to build a sustainable business. Here are the top 9 benefits for business owners of getting involved in networking:

1. Generation of referrals/Increased business - This is probably the most obvious benefit and the reason most business owners decide to participate in networking activities and join networking groups. The great news is that the referrals that you get through networking are normally high quality and most of the time are even pre-qualified for you. You can then follow up on these referrals/leads and turn them into clients. So you are getting much higher quality leads from networking than other forms of marketing. The increase in business from networking is the major advantage, but there are many others as well.

2. Opportunities - With a motivated group of business owners comes an abundance of opportunities! There are always lots of opportunities that come from networking and in fact this is where the benefits of business networking are huge! Opportunities like joint ventures, client leads, partnerships, speaking and writing opportunities, business or asset sales... the list goes on, and the opportunities within networking are really endless. Just make sure you are jumping on board with the right opportunities and don't go jumping into every opportunity that comes your way. The opportunities that you get involved in should align with your business goals/vision, otherwise you might find that you are spinning your wheels chasing after opportunity after opportunity and getting nowhere.

3. Connections - "It's not WHAT you know, but WHO you know". This is so true in business. If you want a really successful business, then you need to have a great source of relevant connections in your network that you can call on when you need them. Networking provides you with a great source of connections, and really opens the door to talk to highly influential people that you wouldn't otherwise be able to easily talk to or find. It's not just about who you are networking with directly either – that person will already have a network you can tap into as well. So ask the right questions to find out if the person you are networking with knows who you want to know!

4. Advice - Having like-minded business owners to talk to also gives you the opportunity to get advice from them on all sorts of things related to your business or even your personal life and obtaining that important work-life balance. Networking is a great way to tap into advice and expertise that you wouldn't otherwise be able to get hold of. Just make sure you are getting solid advice from the right person – someone that actually knows about what you need to know and is not just giving you their opinion on something that they have no or very little experience in.

5. Raising your profile - Being visible and getting noticed is a big benefit of networking. Make sure you regularly attend business and social events that will help to get your face known. You can then help to build your reputation as a knowledgeable, reliable and supportive person by offering useful information or tips to people who need it. You are also more likely to get more leads and referrals as you will be the one that pops into their head when they need what you offer.

to read more on this interesting article go to <http://amazingbusiness.com/top-9-benefits-of-business-networking/>

I am looking forward to share more of this with you at our meeting in Barcelona,

Best wishes, Mathis Menzel, President European & World Chapter Limited

**LAST CHANCE TO REGISTER FOR EASA
CONVENTION & AGM
September 24th to 27th 2015 Barcelona, Spain**

Building Capacity By Attracting Millennials

A lot of conversations have been had regarding the millennial generation, the brilliant, selfies-taking generation raised on the comforts of technology and the discomforts of a hyper-connected world that renders privacy all but a thing of the past. The next generation of the workforce, many articles have been written about what motivates them and how to attract them into your workplace. The future capacity of every company depends upon their drive and determination, yet they seem mercurial and hard to attract. Exactly what can bring them into your company?

Well, it's as easy (or, not really that easy, to be honest): look at the top companies where they want to work: Google, Microsoft rank highly overall, Pricewaterhouse Coopers and Ernst and Young excel for business students. The threads that connect them might seem a bit simple: large corporate entities, lots of money in the coffers, stock options, and powerful brand names. But look a bit deeper, and you'll see there are two common threads, recently identified in a piece on Bloomberg BusinessWeek: purpose and a chance to innovate.

This is the shift that needs to be made to attract this brilliant generation of tech-savvy world travelers. If you stop to look at what you can offer your current employees, how often does the word "innovation" come up? I'm not talking about creative problem solving; I'm speaking of a larger opportunity to craft something from nothing, a product that has never existed before, and a solution that seems groundbreaking and not even a little scary. Putting this generation into cubicles punching the same time clock position all day, miring them in monotony is not going to get it. It won't suffice with companies big and small giving them a chance to show what they can do, clearing a pathway for them to come in and contribute by changing the game. Try to release the reins a bit and give them a chance to create something great. They're driven by innovation. Give it to them.

They're also driven by purpose. This isn't a generation that's appeased by a paycheck. They're frugal. They don't want the debt of their parent's generation so they're more financially agile. They won't stay at that desk silently suffering so they can put food on the table. They'll leave and look for an opportunity to change the world. We must give them a purpose greater than profits and job stability. What causes are supported by your company? How will your work change the world for the better? Are your employees contributing something greater to the next generation? Think on this before your next recruiting efforts.

In my forthcoming book, *Unleashing Capacity: The Hidden Human Resources*, I speak a lot about building capacity, the ability for a company to move beyond mere profits and into longevity and powerhouse branding. The ability to build such corporate agility lies squarely with our ability to attract this generation of workers. Innovation, purpose, creativity, and contribution: these are the factors we must proactively inculcate into our cultures now. We must pave the path and create the workplace of the future, for Millennials are the way to our next decade of corporate greatness.

Article by Rita Trehan
Chief Capacity Officer at Rita Trehan LLC

Retirement Announcement



Mike Brook, EASA Region 9 Marketing Committee Chairman Retires from Eriks, UK

On behalf of EASA European & World Chapter we would like to announce that Mike Brook has informed us of his decision to retire from Eriks, UK. Mike has been very active within EASA Region 9, for many years. Before retiring he was leading our Marketing committee along with supporting us on membership development.

On behalf of EASA and fellow Members & Affiliates we would like to thank Mike and his wife, Sue for being such great supporters of our Association over the years and wish them all the best for the future in their retirement.

Whats New?



Magnetic drive cuts compressor energy use by 10%

SKF has developed an oil- and contact-free magnetic drive system for centrifugal compressors used in chillers that, it claims, can deliver energy savings of at least 10% compared to conventional compressors.

The system combines a high-speed PM (permanent magnet) motor and active magnetic bearings with integrated controls. Electromagnets levitate the compressor shaft, allowing it to rotate at speeds faster than 40,000 rpm, without making contact. The system is vibration-free and nearly friction-free, resulting in extremely quiet operation.

Read More at http://www.drivesncontrols.com/news/fullstory.php/aid/4873/Magnetic_drive_cuts_compressor_energy_use_by_10_25.html

MV drive sales slump as commodity prices plummet

Global revenues from sales of medium-voltage variable-speed drives (MV VSDs) slumped by more than 10% during 2014 to reach a total of \$2.5bn, as prices were eroded by a combination of increasing competition and lower demand.

The downturn followed two years of double-digit growth in 2012 and 2013, which enticed several industrial automation suppliers without MV drive offerings (Danfoss, Regal Beloit, General Electric and Schneider) to acquire smaller MV drive suppliers, including Vacon, Benschaw, Convertteam and LD Harvest.

Read More at http://www.drivesncontrols.com/news/fullstory.php/aid/4872/MV_drive_sales_slump_as_commodity_prices_plummet.html

Breakthrough Technology for Maintenance Inspections

Sustaining infrastructure requires good design, construction and handover, but ultimately, it's the operating context and the inspection and asset care program that dictate how well an asset will perform over its lifetime and how long it will last. Know what the latest breakthrough in technology for maintenance inspections is? Drones!

Bentley Systems CEO Greg Bentley recently announced the acquisition of Acute 3D while at the ARC Advisory Group's Industry Forum. Bentley shared his insights on how this software can dramatically enhance productivity, turning a simple series of digital photos taken with a smart camera mounted on a drone into a 3D reality mesh model. The result is a compact, intelligent representation of the asset in its current operating context. He confidently predicted there will be a drone in every major infrastructure maintenance organization by 2016. Using unmanned aerial vehicles (UAVs) and normal digital photography, inspectors can observe existing conditions, then track and trend the condition over time with the ability to compare to the design basis or any point in its life. In fact, there are a growing number of uses of drones in industrial maintenance, reliability and integrity inspections

See More at http://reliabilityweb.com/index.php/articles/breakthrough_technology_for_maintenance_inspections/

VSD control halves the energy used by vacuum pumps

Atlas Copco has developed a range of VSD-controlled vacuum pumps that, it claims, will deliver average energy savings of 50% compared to conventional fixed-speed oil-sealed and dry vane vacuum pumps, as well as achieving "best-in-class" noise levels and oil retention. The company says that the development represents "a quantum leap in rough vacuum" which could result in payback periods of a few months in some applications.

Atlas Copco has spent four years developing the GHS 350-900 VSD+ oil-sealed, rotary screw vacuum pumps – including more than 35,000 hours of field trials. The VSD control adapts the vacuum generation to the demands of the process it is supplying. In many applications, it allows the use of a motor one frame size smaller than usual. This, combined with the motors' IE3 efficiency ratings, contributes to the energy savings

See More at http://www.drivesncontrols.com/news/fullstory.php/aid/4868/VSD_control_halves_the_energy_used_by_vacuum_pumps.html

Technical Article - Why Acquisitions Fail

Acquisitions can be a very effective way of driving growth. Acquisitions can be a powerful tool to execute your strategy but they are a graveyard of failures, missed opportunities and under delivered promises. Why?

I've studied the research, I've completed dozens of deals, I've failed to close many deals and on that basis I offer my top reasons why you will fail. Hope it helps.

TOP 10 REASONS

- Acquirer's buy what's up for sale instead of what really fits their strategy. An acquisition profile is not created and a formal search process is not conducted.
- The acquired company is not in the business the acquirer thought it was. Transport business buys an Ambulance business. The latter is in the hospital sector not the transport sector. The deal was a failure.
- The acquirer fails to learn from successive deals. No post-mortems are conducted and the same mistakes are repeated every time.
- There is no process map in place to execute acquisitions with the result that disparate teams, from finance to technical assessment experts are not on the same page and the project implodes.
- Post acquisition planning is relegated to the last minute either just prior to completion or just after. Result – integration is never truly achieved, key people leave and the original ROI is never achieved.
- Commercial due diligence is done badly resulting in a flawed strategic case for the deal. The acquirer gets emotionally attached to closing the deal and ends up acquiring a business that was always a bad fit.
- The acquirer underestimates the talent being acquired, fails to integrate the key staff who made the target a success and the acquired company declines, leading to a slow death. Most acquirers lose the selling company's management team in the first year. Google is a rare exception retaining around 67% of ex-owners.
- Preparation for the negotiation of price and deal structure is weak leading to overpriced and badly structured deals.
- Acquirers get confused between deferred consideration and earn-outs. The former are time related payments with no performance requirements, the latter are only paid by achievement of performances above historical results.
- Integration of targets are not driven by a senior director responsible for the success of the deal.

There is a better way. Execute a rigorous process that captures the skills of your team, minimizes risk and changes the odds of success. The Acquisition Approvals Model is a process you will love. Read about it in my new complimentary e-book- The Acquisitions Playbook.

To Download and see full Article go to <https://www.linkedin.com/pulse/why-acquisitions-fail-ian-smith>

Thanks for this months Technical Article go to:-

Ian D. Smith - Acquisition Support Services & Interim C-Suite

Contentious Corner

Managing Complex Change



Do you agree? Please let us have your views, your thoughts, your suggestions at secretary@easa9.org

EASA AGM and Convention 2015 - Barcelona, Spain

September 24th to 27th 2015

Olivia Balmes Hotel Barcelona, Spain



“Networking for Business Growth”

EASA European & World Chapter’s AGM and Convention for 2015 will be at the Olivia Balmes Hotel one of the best hotels in Barcelona, Spain

For registration forms visit our webpage <http://www.easa9.org/conventions/>

Barcelona, a Gothic and Modernist marvel on the Mediterranean Sea, is a city well known for its quirky, cosmopolitan, cool character. Whether it's by unearthing Barcelona's past in the hidden courtyards of the Barri Gòtic, or by enjoying the charms of the modernist city, you will discover many interesting things that make Barcelona one of Spain's most livable and energetic cities and one of the most interesting cities in Europe



La Rambla is probably the most famous street in Barcelona, but in reality it consists of 5 boulevards –or ramblas– joined to make one long promenade. It starts from Placa Catalunya and end at the Columbus statue by the waterfront. For this reason, this 2 kilometer long boulevard is also commonly known in plural as Las Ramblas.

The Barrio Gotico gothic quarter is the medieval city of Barcelona from the middle ages. It grew around the old Roman town of Barcino which is the oldest part of Barcelona. The gothic part of the city has many beautiful churches, plazas, markets and museums and you can see parts of the old Roman walls.

The church of La Sagrada Familia designed by Antoni Gaudi the unusual construction is Barcelona's most famous and most visited tourist attraction. This unfinished basilica is one of the most famous buildings in the world and a top must-see sight in Barcelona.

“Networking for Business Growth”

EASA European & World Chapter's AGM and Convention for 2015 will be at the Olivia Balmes Hotel one of the best hotels in Barcelona, Spain

For registration forms visit our webpage <http://www.easa9.org/conventions/>



Business Agenda

Thursday 24th of September 2015 :

- 14h00 to 17h30 : Directors/Executive Officers & Council Meeting
- 19h00 Pre- Dinner Drinks followed by President's Reception Dinner

Friday 25th of September 2015 :

- 8h00 : Affiliates Table Top Display to include a 10 minutes presentation from each Affiliate
- 9h30 : “How to get maximum growth from the partner network”?
- 10h30 : Coffee Break-
- 10h45 : “How to get maximum growth from the partner network”? Continued
- 12h30 : Member Presentation
- 13h00 : Buffet Lunch
- 14h45 : Face to Face Business Meetings between all participants
- 17h00 : Adjourn

Saturday 26th of September 2015 :

- 9h00 : Annual General Meeting, Installation of new Officers, Annual Karsten Moholt Award
- 10h30 : Coffee Break
- 10h45 : Member Presentation
- 11h45 : Brains Trust – Questions from the Floor
- 12h30 : Next actions
- 13h00 : Break for Lunch (own arrangements to be made)
- 14h45 : Optional Open Forum
- 19h00 : Evening Dinner

Sunday 27th of September 2015 : Depart

LAST CHANCE TO REGISTER FOR EASA 2015 COVENTION & AGM

Registration forms on the webpage
<http://www.easa9.org/conventions/>

AFFILIATE MEMBERS contact the secretary@easa9.org to book
your table top for Friday 25th 08:30am

Please contact us for any questions at secretary@easa9.org

EASA Barcelona - Registration Form

24th to 27th September 2015

Company Name:			
Address:			
Phone:		Fax:	
Email:			
Travellers Names (As shown on Passport)			
Title		First Name	Surname
Title		First Name	Surname
Title		First Name	Surname
Title		First Name	Surname
Olivia Balmes Hotel			
Room – Single Occupancy	£156.00 per room, per night		
Room – Double Occupancy	£176.00 per room, per night		
Total Accommodation Price (includes breakfast & taxes)			£
DATE OF ARRIVAL:			
Any special requests: ie. Smoking room / Dietary requirements / Extension of stay etc.			
EASA Business & Tour Arrangements			
Presidents Reception Drinks & Dinner - ALL	Thursday 24th September	Incl	
Affiliates Display & Business Session 1	Friday 25th September	Incl	
Spouse/Partners/Guests site seeing trip	Friday 25th September	Incl	
Buffet Lunch with drinks - ALL	Friday 25th September	Incl	
AGM and Business Sessions 2	Saturday 26th September	Incl	
Gala Dinner with drinks & transport - ALL	Saturday 26th September	Incl	
Cost per Delegate	£405.00 per person	£	
Cost per Spouse/Partner/Guest	£335.00 per person	£	
	Total Cost	£	
Total Amount to be paid			£
Payments – All payments to be made by either Visa or Mastercard			
Cardholder Name:			
Card Type:			
Card Number:			
Expiry Date & 3 digit security code:			
Card Holder Address: (if different to above address)			
Important Travellers Information			
<input type="checkbox"/> Valid passport & Visa if required – please check requirements for your Nationality <input type="checkbox"/> Please return your form back to David Slack at Corporate Travel Plus - Places now limited to guarantee your attendance. E: david@ctplus.co.uk or F: 00 44 1283 790191			

2015 Training Schedules & Information on Available Courses

Explosive Atmosphere Equipment Training - 1 Day Awareness:

Designed for organisations considering registering for the IECEx/EASA Scheme

Available to anybody who wanted awareness training in Ex Equipment and Overhaul, this is to enable Ex Equipment Users and Commercial & Sales Management & personnel to attend. There will be no pre-requirement of experience in equipment repair. A Certificate of attendance will be provided

Skill | Knowledge | Attitude | Training | Experience

Explosive Atmosphere Equipment Training - 3 days EX Equipment Users and Commercial & Sales Management:

For organisations requiring greater knowledge for using, managing EX Equipment Overhaul & Repair or selling the IECEx/EASA Scheme

Available to anybody who wanted awareness training in Ex Equipment Overhaul & Repair, to enable Ex Equipment Users and Commercial Managers who require greater knowledge of Ex Equipment Overhaul & Repair to attend. There will be no pre-requirement of experience in equipment repair but the number attending will be limited to 9. A certificate of attendance will be provided.

Skill | Knowledge | Attitude | Training | Experience

Explosive Atmosphere Equipment Training - Full Course:

Requirement for Competent Craftsmen Engineers and Authorised Persons

The full 5 day training and assessment program will be available to personnel with experience in equipment repair. Certificates of Assessed Training will be awarded by EASA for personnel who have demonstrated the skill, knowledge and understanding to the standard defined for Operatives and Responsible Person.

Skill | Knowledge | Attitude | Training | Experience

Explosive Atmosphere Equipment Training - 3 Year Refresher:

Follow on from the Initial 5 Day Training Senior Managers, Authorised Persons, Supervisors/Team Leaders

2 day refresher course every three years which will assess knowledge and understanding, practical skills will be verified by demonstration of practical skills.

Skill | Knowledge | Attitude | Training | Experience

2015 Training Schedule Table

Course No:	Type:	Training Duration (days)	Training Dates	Trainer	Venue	EASA Member Price	Non Member Price
	Explosive Atmosphere Equipment Training - 1 Day Awareness of Ex. Atmosphere Equip.	1	16th November 2015	Bob Pearce Flexi Tech Training Ltd	Birmingham England	£215	£240
	Explosive Atmosphere Equipment Training - 3 days EX Equipment Users and Commercial & Sales Management	3	16th - 18th November 2015	Bob Pearce Flexi Tech Training Ltd	Birmingham England	£837	£937
	Explosive Atmosphere Equipment Training - Full Course Operatives & RPs Repair and Overhaul Ex. Atmosphere Equip.	5	16th to 20th November 2015	Bob Pearce Flexi Tech Training Ltd	Birmingham England	£1395	£1562
	Windings & Connections		Wednesday, December 9, 2015 - 12:00pm to 1:00pm (Central Time Zone)	Webinar		\$59 per site	\$199 per site

Discounts available on 3 or more staff if registered 6 weeks in advance of the course date!

Dates for your Diary

EASA European & World Chapter AGM & Convention - 24th to 26th September 2015 - Barcelona, Spain

Explosive Equipment 1 Day Awareness – 16th November 2015, Birmingham, England

3 days EX Equipment Users and Commercial & Sales Management -16th to 18th November 2015 Birmingham, England

Explosive Equipment FULL course – 16th to 20th November 2015, Birmingham, England

Windings and Connections - Webinar - Wednesday, December 9th, 2015 - 12:00pm to 1:00pm

Please contact EASA at secretary@easa9.org for any further information.

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EASA REGION 9 NEWSLETTER

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