

## Very happy to see IERG doing so well - starting from a humble beginning!

### Fred Feuerhake

In 2000 membership was 5 individuals. Primary purpose was networking for international executives in transition. Meetings were held in the main conference room of the executive search firm of Goodrich & Sherwood.

I joined G & S in February and took on the job of growing IERG. Within a year we had 20 + attending our meetings. By the end of 2002 it grew to 55 - 60 attendees and meetings were moved to the University of Pennsylvania Club and then to a church on 37th Street in NYC. Membership grew to over 100 with the openings of the Boston and Chicago chapters.

Fantastic growth since then! Today we are over 250 with additional chapters in California, Colorado, Connecticut, Florida, Texas and emerging ones in Georgia, Europe, and in cyberspace. Great Going! Keep up the great work!

### 14 New Members since November

Please reach out and welcome them!

Name /Email-Link	Chapter	Phone	Sponsor
<a href="#">Katharine Hyatt</a>	Denver	303-905-7339	Janet Walsh
<a href="#">Ray Ritter</a>	Boston	978-764-7553	Craig Sanders
<a href="#">Pamela Schneider</a>	Chicago	773-529-0594	Betty Flasch
<a href="#">Dave Cooper</a>	Connecticut	203-830-9601	Richard Guha
<a href="#">Brian Wardrop</a>	Virtual	+420 733 563 174	Jacques deJager
<a href="#">Dieter Eisinger</a>	New York	914-843-8252	Joanna Peters
<a href="#">Robin McDonald</a>	New York	917-434-2239	NA
<a href="#">Marie Meliksetian</a>	Connecticut	203-512-2035	Joanna Peters
<a href="#">Gerry O'Connor</a>	Denver	630-310-2822	Janet Walsh
<a href="#">Janine Ricketts-Byrne</a>	Chicago	847-302-2532	Betty Flasch
<a href="#">Carolina Serrano</a>	Florida	786-271-2318	Fred Suarez
<a href="#">John Wang</a>	Boston	978-549-5659	Adam Persson
<a href="#">Christopher Connor</a>	Florida	201-31- 5850	Ray Fitzgerald
<a href="#">Narendar Rao</a>	Chicago	847-814-0482	George Farina

### IERG E-Lists

IERG offers different email E-lists for the benefit of our members to easily communicate and share information. Four (4) of these are listed on the member side of the IERG website under the Communication Bar drop down:

- REQUESTS: use when you have a request for information, help etc. from your fellow members
- JOB: use to announce a job or business opportunity for members
- INTRODUCTION: use for new members to introduce themselves
- FYI: use for announcements, personal changes and other important and newsworthy sharing with the IERG broad membership

Each of these is noted in the email subject line so members know the topic. Please use these as intended. If you have any questions about content, fit or "how to" do not hesitate to contact [Ruth Bardos](#)

COMMUNICATE!

Steven Walton

## Member News

**Christine Baird** Here is a link to my article on my website about technology and real estate: <https://clarusrealestate.wordpress.com/2017/12/20/predictions-now-accelerating-catch-up-in-technology-real-estate/>

- **OLLI (Osher Lifelong Learning Institute)** has appointed **John A.K. Lowe** to the **Curriculum Committee** in Prescott, Arizona.

John recently led a multi-week, interactive course on **FOREIGN AFFAIRS: *Behind the Headlines*** at Yavapai College locally. His earlier program, **TUMULTUOUS TIMES IN EUROPE: *EU, Brexit, and Other Exits*** was well received as well.

John is working as Co-Chair with John Hamerlinck to launch **IERG's Virtual initiative**. Please contact either John to learn more about this welcomed effort.

- **Venugopal Chepur**

Venu has added new ARABIC VERSION of LearnAhead™ courses to [www.trainedarrow.com](http://www.trainedarrow.com). He is looking for business partners to expand the business in the region and welcomes inquiries and suggestions.

**ARABIC VERSION of LearnAhead™**: Employability and Career Development for Graduates and Young Professionals! See links to [Learn Ahead™](#) and [Career Diagnostics](#)

**ARABIC VERSION of ChangeAhead™**: Enrich your employees to enable change! See links to [ChangeAhead™Corp. Ad](#) and [Employee Agility](#)

Visit for more information: <http://www.trainedarrow.com> and <http://www.samprad.net>

## IERG Thought Leadership

- **Stephen Hevesi**

I was intrigued by how many executives still deal with change and innovation the same way they dealt with it 5-10 years ago and I decided to write about it and have

attached my thoughts on the subject. Hope they are useful. <http://bit.ly/2F2bgZZ>

- **Phillip Lee**

The most valuable skill listed in my LinkedIn keywords section is Intercultural Competence. Despite it being the only soft skill in the list, it's the competency that gives utility to all the hard skills I've accumulated over the years. So it's no surprise that Intercultural Competence is the capacity that came at greatest effort.

**in•ter•cul•tur•al com•pe•tence**: the mental processes and skills necessary to communicate and work effectively in different cultural contexts.

I learned that without Intercultural competency, my hard skills had no traction abroad in helping me negotiate a budget, close a deal, build an international team or most importantly, create confidence and trust with a foreign director and his team. But surprisingly, I have never seen International Competence as a requirement in any job description for an international executive role.

And frankly, it's not easy for a busy executive coming up in her career to add Intercultural Competence to her tool bag. You don't gain this skill with stays in 5 star international hotels, drinks in a tourist bar or dinners in Michelin starred restaurants; Intercultural Competence comes from dining in the home of a Polish friend, partying in the street with Brazilians and staying in a German herberge. It is earned in the same way true fluency in a foreign language is learned: slowly and in country away from everything that makes you comfortable.

Click here to read the entire article and learn how to add Intercultural Competence to your skills set: <http://bit.ly/2CNOxLf>

- **Gary Patterson** - FiscalDoctor

### **NACD members confidential comments to reduce potential financial and reputational risk**

The consensus of NACD Summit attendees was that your business should be able to quantify its status before and after it follows these field-tested steps. Use those hard numbers and results to clearly demonstrate that this is one more area where better compliance and governance is not just a cost — it is an investment with a clear ROI. <http://bit.ly/2t3zuxz>