



International
Dual Career Network
Copenhagen

Looking Forward



**Annual Report
2021**



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THE GLOBAL IDCN NETWORK

What is IDCN?

The International Dual Career Network is a global non-profit association of companies, NGOs and academic institutions (corporate members). IDCN's objective is to facilitate the job search for mobile employees' partners, and to provide corporate members with access to an untapped pool of talent. IDCN is currently present in 14 cities around the world with 29 global and 78 local corporate members.



For more information find us here: <http://www.idcn.info>

e-mail: copenhagen@idcn.info <https://www.linkedin.com/groups/8482056/>



What do we do?

IDCN organizes career events in cooperation with its corporate members, who agree to host a career event every 1–2 years. Events hosted by corporate members are organized by the Partner Committee volunteers. Events are open to registered partner members whose partners are employed at a corporate member company.



Corporate Members



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MESSAGE FROM GLOBAL PRESIDENTS OF IDCN: MARK DE VOS AND MARY K. KOBIA



A demanding, yet inspiring year!

It has been incredible to witness what the IDCN Copenhagen network and volunteering partners have managed to achieve in 2021, despite the COVID-19 pandemic and with most people working from home.

While 2021 was an extremely challenging year, it was also an inspiring one. The IDCN

Copenhagen network exceeded expectations - by being even more creative, agile and action oriented!

Meetings continued to be conducted online and amazing activities, webinars and well-being workshops of high standards were organized by the volunteering partners.

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Yet, the teams managed to recruit and train many new volunteers, continue to clean up the TMP, produce and improve monthly reports as well as focus on supporting members in their job search. Despite many external challenges numerous volunteers found jobs, during this period.

The IDCN network managed to steer successfully through the aftermath of the

pandemic. We could not be prouder of the commitment and dedication that everyone has shown during these challenging times. We could not have delivered these strong results without our dedicated volunteering partners, Steering Committee members, corporates members and priceless support from IDCN's Centre of Expertise (CoE) – led by Shivani Bhardawaj and Damion Edwards!

Making a real difference

Despite the pandemic, which continues to impact the world, it has been great witnessing how IDCN makes a significant difference for our many international employees and their spouses. This global network continues to be meaningful and important – giving our many volunteering partners the opportunity to be active, upskill their competencies, create a professional network as well as a social network with other like-minded professionals.

We are proud of the many local and global IDCN webinars, we have managed to conduct e.g. the Q&A Sessions; Career strategy focus on career goals, presented by Karey-Anne Duevang; Creative mornings: discover your next creative idea through list-making, by Manish K. Tiwari; Create your own chapter as an expat: How to refocus and embrace changes, presented by Delphine Poiré, Success Stories webinar, among others.

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Many corporate members have participated actively in the webinars, as well as mentored our dedicated volunteers. We would like to thank all our corporate members for your great

energy, support, and commitment. 2021 has also been a bright year, where we delivered a strong performance in terms of onboarding 2 new corporate members: Danes Worldwide and Roche.

Looking ahead

2021 has also been a year where the IDCN network has revealed how we can both work flexibly and continue to deliver excellent services for our members locally and globally. The impact of the COVID-19 pandemic has highlighted the increasing importance of resilience, and the ability to adapt to rapidly changing circumstances.

The IDCN Copenhagen network has not only managed to work under unusual circumstances for a sustained period of time. We have also worked through several prolonged societal lockdowns and we have shown flexibility in adapting to new hybrid ways of working and collaborating. Many of us miss the collaboration and creativity that comes

from working side by side, re-connecting and networking in person at live IDCN corporate events. Moving forward, we want to combine the best of these experiences, so as the pandemic recedes, we can tap into new opportunities and working styles. We are truly proud of this network and the way we have performed over the last 12 months. Our strong performance gives us a solid platform to build on for the year ahead. Our sincere thanks to everyone who supported IDCN Copenhagen in 2021 and helped drive this network forward locally and globally. We look forward to continuing our IDCN journey with all of you!

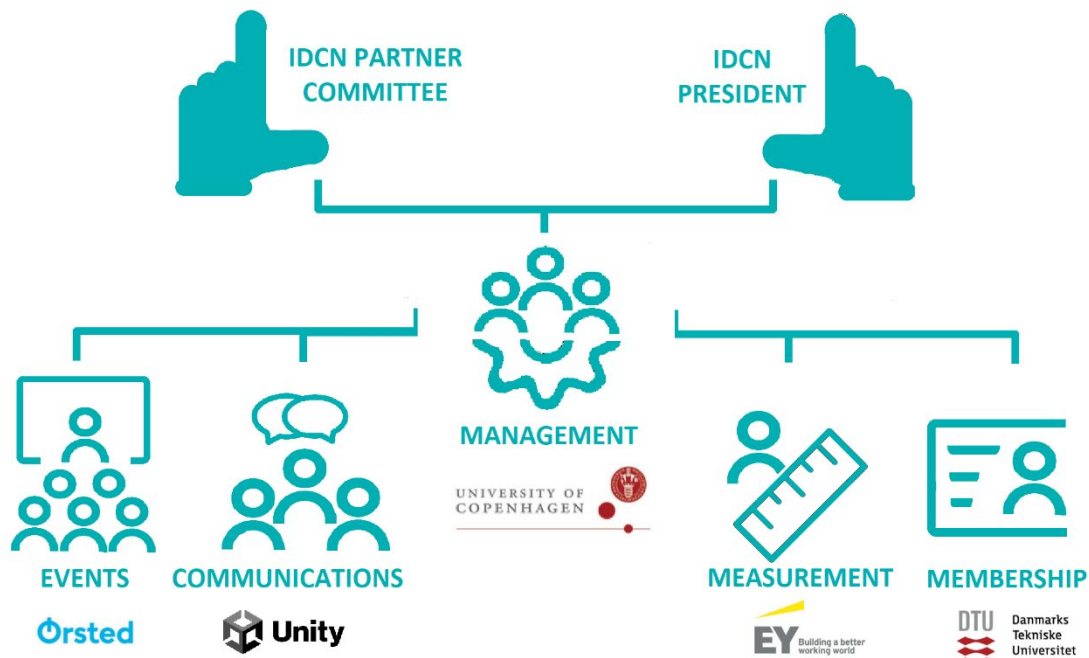
Mark and Mary

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PARTNER COMMITTEE AND CORPORATE MENTORS

Being part of the Partner Committee in IDCN Copenhagen offers unique opportunities to be active in one of 5 teams. Each team is mentored by a representative from a Corporate Member Organisation.

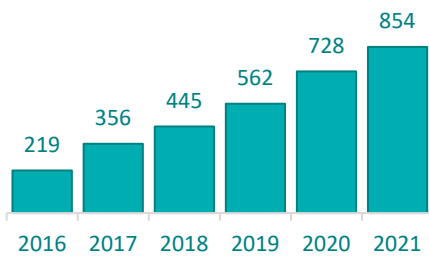


This model offers meaningful ways to acquire new skills, to expand a professional network and to receive targeted career advice by experienced professionals.

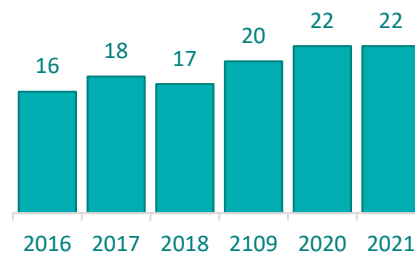


OUR PARTNER MEMBERS

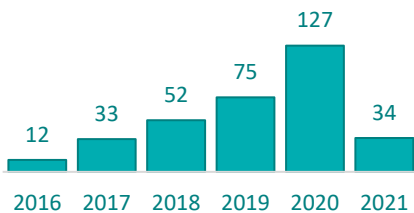
TOTAL PARTNER MEMBERS



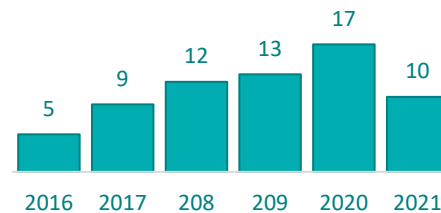
CORPORATE MEMBERS



TOTAL PARTNERS WHO FOUND JOBS



% OF TOTAL PARTNERS WHO FOUND JOBS



active members



new volunteers



members with PhD



members with
Master degree



members with
Bachelors degree



alumni volunteers
employed by
corporate
companies

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IMPACT AND VALUE

Corporate Members

- **Cost-effective support service** for partners of internationally mobile employees;
- **Company brand and value proposition** enhanced through recognition as a dual career friendly organization;
- Contribute to **recruitment and retention** of international talent;
- **Access** to a highly-qualified talent pool.

Partner Members

- **Professional network** building to help advance careers;
- **Increased awareness** of local job market, job search tactics, and the chance to meet recruiters;
- Volunteering and career **development opportunities**;
- Informal **support network** for sharing information and advice with other partners.



ACHIEVEMENTS



After a 2020 full of uncertainty, we started 2021 with one word in the spotlight: HOPE. What to expect from the unexpected? The progress of the vaccination program worldwide brought back this feeling for everybody, but without forgetting the negative impacts caused by covid-19.

With the decreasing of infections during the summer season and the pandemic under control at that moment, webinars and online gatherings were once again giving way to physical, in-person events, following all the protocols demanded by the health system carefully. We finally had time to take care of mental health to mitigate the damages caused during the lockdown. In 2021, IDCN Copenhagen focused on prioritizing the organization of events with topics that were connected with well being, the power of the human mind, how to create your elevator pitch, how to create your own chapter as an expat and so on, bringing specialists to talk, giving tips for our members and volunteers.

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We also held meetings which were directly linked with the main IDCN mission: support the volunteers to build networking, as well as sharing helpful advice on how to achieve better results, when looking for a job in Denmark.



During the last year, the labor market started to come back to the same level as before covid-19, which means more opportunities opened for expats. Some of our volunteers got jobs and all the teams earned new members. Some of those former volunteers, who were succeeding in their search for a regular job, shared their success stories with the newest members in an inspiring event closing the year.

In the end of the year we produced a newsletter with special content, such as the achievements and learnings from the events held throughout 2021, positive messages, testimonies from former volunteers who got a job, curiosities about Danish culture, tips of what to do during the winter in DK, as well as a presentation about our various teams.

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COPENHAGEN BI-ANNUAL NEWSLETTER DECEMBER 2021

IDCN Connections

Finishing Strong



We had more new talented volunteers and new corporate arrivals, more engagement through our Social Media – which has an important role to attract potential new members (people and companies) into the IDCN CPH environment -, good news involving our ex-volunteers to inspire more people. And the most important, hope coming back and the expectation for better days. 2021 gave us a lot of reasons to celebrate and reasons enough to believe we will have a 2022 even better, with more helpful, impactful and amazing events to continue fulfilling our role, supporting our team of volunteers and members in their career path.

Communications Team

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Stand-out achievements of 2021

17

events and webinars in 2021 (**12** online and **5** physical at International House)

10

career webinars hosted

Nearly 69%

of all our partner representatives were willing to attend future webinars

More than 28%

of our Partners and Corporate representatives gave a rating of **4**

More than 58%

of our Partners and Corporate representatives gave a rating of **5** average rating of **44%**

2

new corporate members joined the board in 2021

367

participants attended our **7** events and **89** had filled the feedback forms



EVENTS OVERVIEW



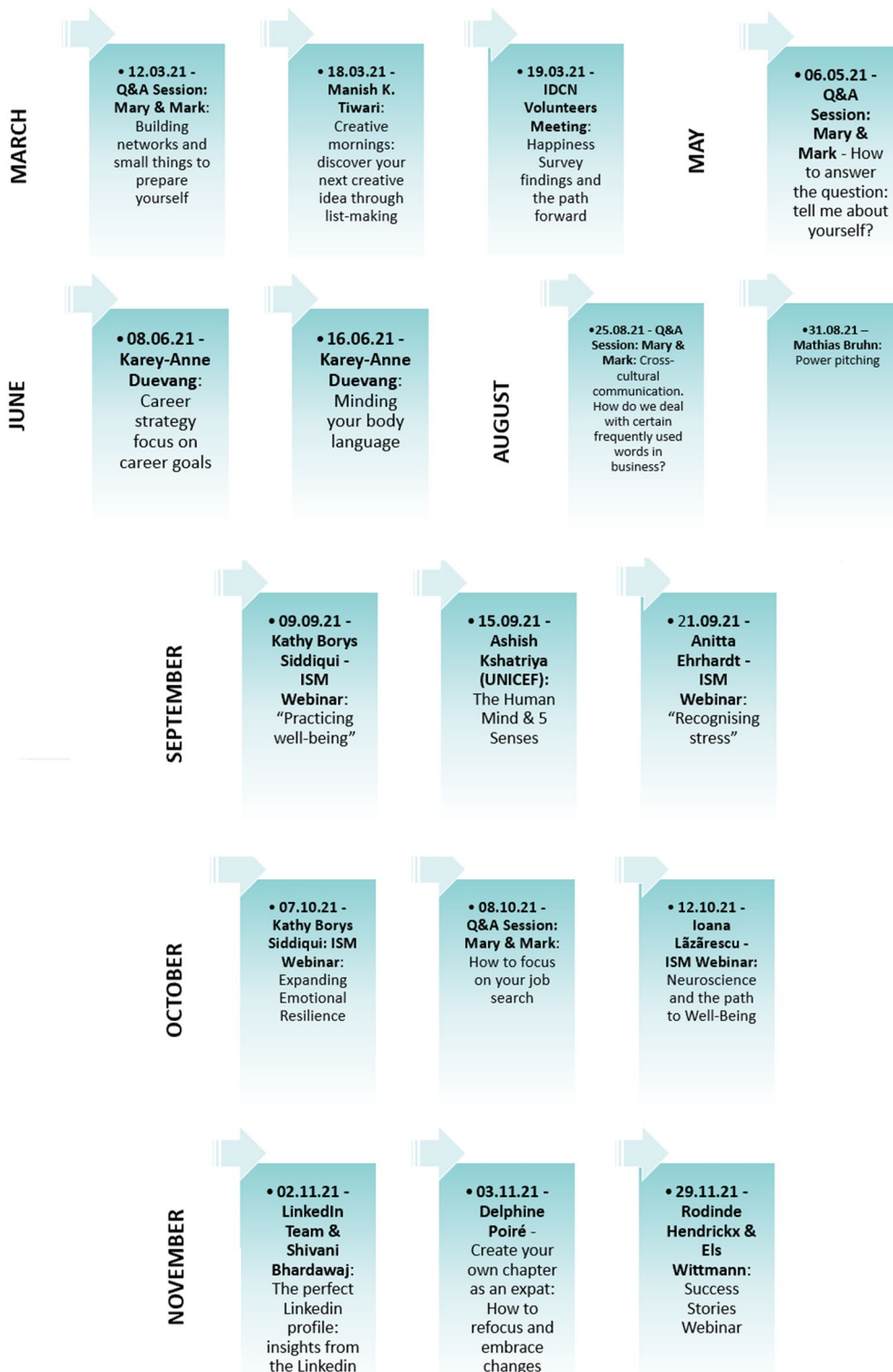
The IDCN Copenhagen activities are focused around career events hosted by different Corporate Members, as well as by professionals from the HR field, such as recruiters, Hiring Managers and Acquisition Partners as speakers. The objective is always to support our partner members and volunteers, clarify how the Danish labour market works, give job search tips and advice on networking to ensure one is as successful as possible in their job seeking process.

With the improvement of the situation in 2021, due to the decrease of covid-19 infections, it was possible to host both online events via webinars as well as return to physical events, which took place at International House. This meant more personal interaction between the participants and speakers, bringing the opportunity to attract new potential volunteers to IDCN CPH. Even though routine has returned to normal, the effects caused by the lockdown were addressed. Subjects about wellbeing or how to know and handle the power of our mind also made its part in the 2021 agenda.

We are excited to share some of last year's highlights as we continue in our mission to facilitate professional integration through awareness, guidance and professional networking.

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“Why networking matters. My story can be your story”

18th March 2021 - Manish K. Tiwari, Research Scientist at Novozymes

Manish K. Tiwari walked us through his challenging and inspiring job-seeking journey across the globe. He says when you spot a person, try to think about how this person is connected with what you would like to do. Networking is a knowledge bank. It is asking for information, the pieces you are missing. He also suggests to reach out people who can add value to you and help people who need your new knowledge. When approaching employers or applying for jobs, show your desire and passion. Keep in mind that desire is not desperation. Through this webinar we learnt that your mind-set is the most important thing, no matter how many failures and difficulties you face.



Career strategy focus on career goals

8th June 2021 - Karey-Anne Duevang, Director of English Job Denmark

As an HR & Recruitment Specialist, she covers specialist employment recruitment assistance, retention of talent solutions, diversity & inclusion policy & strategy, brainstorming and cultural awareness and assimilation. The main topics of the webinar were: remember to start your Career Strategy Journey by assessing your current situation and asking the question - “What is motivating you to find employment?”; What do you want to achieve? Visualize what you want. Remember to attach physical markers; a personal mission statement can be used to guide your decisions and help you stay focused to meet your long-term goals. The last but not the least, often when seeking employment people spread the net too wide. To gain momentum, the net needs to be smaller, concentrated on one particular area.



ISM Webinar: “Practicing well-being”

9th September 2021 - Kathy Borys Siddiqui, CEO at Active Action

Kathy showed us an active path towards well-being during relocating periods. Here are some tips from Kathy: trying to understand your feelings on a daily basis, taking 3 deep belly breaths during the day, using journaling to express your feelings and establishing your routine and being grateful.



ISM Webinar: “Recognising stress”

21st September 2021 - Anita Ehrhardt, Career Advisor at Career Explore and Kathy Borys Siddiqui, CEO at Active Action

Anita and Kathy gave us a fantastic event on how to bring back balance into our daily lives. We learned the ABCDE and PERMA models by which we could be more aware of triggers and thinking errors. Also, we worked with hands-on tools and got equipped with methods to diminish stress.



ISM Webinar: “Expanding Emotional Resilience”

7th October 2021 - Kathy Borys Siddiqui, CEO at Active Action

Kathy helped us raise awareness and learn how to manage expectations. Through Kathy’s presentation, we gained knowledge about emotional resilience, how it could affect our everyday lives, and how to expand it.



ISM Webinar: “Neuroscience and the path to well-being”

12th October 2021 - Ioana Lăzărescu, Facilitator & Communications Expert

Ioana explained how our neuro system would react to the feeling of stress and presented us the SCARF – five biological needs – that could affect our mental health. We received three helpful tools from Ioana to manage our biology of alertness and relaxation, i.e., using techniques on air, light and time respectively.



Power pitching

31st August 2021 - Mathias Bruhn, speaker, teacher and coach

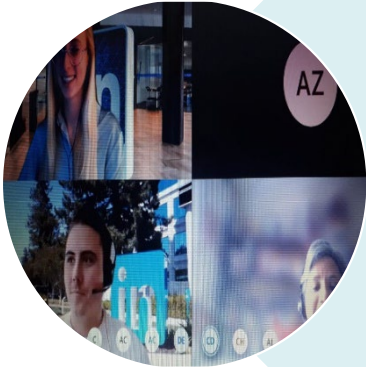
We never know when the best opportunity to meet a recruiter or an important executive of a company we want to work will appear. And when it happens we can't miss the chance to use the 30 seconds pitching to impress. Mathias Bruhn, Expert in Charismatic Leadership and Communication, taught us how to elaborate a winner elevator pitch to catch the audience's attention in the first seconds, to be convincing. It was a very interactive event, with practical exercises and good tips.



The Human Mind & 5 Senses

15th September 2021 - Ashish Kshatriya, SAP Technical Analyst at UNICEF

Ashish shared the importance of self-awareness, trying to live our lives out of the ‘autopilot’ mode and how information received through 5 senses is processed. Applying some interactive and funny exercises, he showed how fast our mind works, compared with the system from a camera. We also had the opportunity to realize our power of concentration and awareness, how we are still focused in the past and future, but not in the present as it should be. And finally, the importance of taking time to invest in ourselves.



The perfect LinkedIn profile: insights from the LinkedIn

2nd November 2021- Shivani Bhardawaj + Sarah Volland and Mark Esser, LinkedIn Strategic Advisors

The webinar was about how to become more visible for recruiters at LinkedIn. During the session the speakers talked about tricks and good practices to adopt on the platform, such as: add a professional picture, volunteer experience and your industry at your profile; focus on your career accomplishments and aspirations; detail your work experience; share and publish articles, deeply explore topics that matter to you and that are connected with your background using your authentic voice on LinkedIn; interact to start a conversation within the platform; and follow companies you would like to work for.



Create your own chapter as an expat: How to refocus and embrace changes

3rd November 2021 - Delphine Poiré, Performance Coach and Founder on Happy Monday Consulting

The workshop gave us a lot of insights and guidance regarding how to lead with questions after moving to a new country and starting a new life. We had the opportunity to learn about topics like struggling, rewards and challenges of being an expat, such as: why we fail and how to avoid it to stay excited in your new life, how we can change our mindset for success by embracing changes and making sense out of them, as well as how we can overcome procrastination by understanding it and thinking in new and different ways to reach our goals.



Success Stories Webinar

29th November 2021 - Rodinde Hendrickx, PhD and Research Scientist at UNION Therapeutics A/S & Els Wittmann, Product Owner at Tame

An inspiring webinar where the speakers shared what was different from their expectations and how they had to adjust in order to demonstrate to the employers that they were the right fit. The main key message left post webinar were: be strategic in your career path, do it “The Danish way”, adjust to the Danish style hiring process, coffee meetings are important, always be prepared for the interview, gather as much information as possible during the coffee meetings and interviews, persevere and build your network so that you will inevitably succeed.



Q&A Sessions with Mary & Mark

In addition to receiving inputs from other corporate representatives, we also had some internal sessions for the active volunteers, facilitated by Mary & Mark. In these events, some online and others in person, we talked about topics such as: how the Danish labor market works, how to build networks, challenges of cross-cultural communication, how to focus on your job search, tips and advice for interviews - for example, how to answer the question: tell me about yourself, aiming to support the volunteers to be prepared for landing a job in Denmark.



VOLUNTEERS TESTIMONIALS



Joseph Dana
Communication Team

“It has been an amazing experience since I had started my journey in IDCN Copenhagen. I have met nice and inspiring people, joined a very international atmosphere, as well as built networking and earned more confidence within a corporate universe living in a new country. The several in-person events and webinars focused on topics such as career path, wellbeing and support to expats in their job seeking were very useful and we always learn important things with the tips and advice we receive from the well renowned speakers”.

“Volunteering at IDCN has helped me not only to build a valuable network but also was a perfect opportunity to find great friends. Being a member of IDCN family made me feel more valuable and kept me motivated especially during COVID situation which affected all our lives. Experiencing great teamwork, building up my interpersonal and professional skills, and learning about networking, have been major benefits of being a member of IDCN for me. I will always appreciate IDCN's important role in my life”.



Leila Sayed-Tabatabaei
Management Team



"Joining IDCN was incredibly beneficial not only to the exposure of networking in Denmark but also to get me back into a mentality of work environment including collaboration and managing deadlines after a 3 year break. Not only have I established new friendships but I have acquired new skills in event planning and organizing activities. I am very happy to be a part of the IDCN CPH volunteer team".



Amy Scherer
Events Team



Stéphane Tuffier
Membership Team

"Moving to Copenhagen and volunteering with IDCN was really the start of a new journey in my life. By following my spouse in Denmark I choose to leave the comfort of my home country. This includes saying goodbye to my colleagues, friends and families. I quickly met the amazing people of IDCN by participating in events – like coffee meetings or webinars. They convinced me to become a volunteer and I am glad they did. Being a volunteer helped me start my new life here because it gave me plenty of opportunities to meet new people, to understand the Danish labor market, to start building a strong professional network and the most important to start making some new friends!"

SUCCESS STORIES

How did volunteering with IDCN help you find a job?



Valentina Travaglia
Student Assistant at Københavns Universitet

Originally from Italy, Valentina moved to Copenhagen in December 2020 and volunteered with IDCN for almost 6 months. She holds a bachelor's degree in Applied Pharmaceutical Sciences (she studied how to use plants for human health, focusing on pharmaceutical preparations and dietary supplements).

“My experience as a volunteer with IDCN has been really great, to say the least. I moved to Copenhagen in the middle of winter and the pandemic, and my job search was being pretty difficult. IDCN has been my safety net. I had the opportunity to meet people in the same situation, share frustrations, create networking, and keep the motivation high. I found a strong and warm community, especially amongst my

team. Above all the fantastic events and webinars that I could attend and organise, the mentoring program had been the key to my job search. Through it, I was lucky enough to create the link that brought me to my current job. So, I suggest that people join that program and all the IDCN initiatives: they will bring you where you don't imagine”.



Julia Romanenko
Marketing Manager at MiKiz



Julia comes from Ukraine. She moved to Copenhagen in November 2019 and volunteered with IDCN from February 2020 to August 2021. Julia started her career in hospitality (she holds a master's degree in tourism), focusing mainly on sales and marketing. Later, she transitioned into the financial technology field and specialized in digital marketing. Currently, she is co-founder of the Paris-based startup MiKiz, where she leads the marketing activities.

“When I found myself in a new country (and in the middle of maternity leave), I felt extremely insecure and not confident about being able to land a job. The IDCN volunteer community supported me and showed me that it is definitely

feasible. Some of the volunteers managed to find a job within 3 months, others took a couple of years, but if you are persevering - impossible is nothing. Apart from that, there is a lot of valuable information shared inside the volunteer network.”



Sheryl Yip
Founder & Fashion Bridal Designer of Sheryl Yip Bridal Atelier

Originally from Hong Kong, Sheryl moved to Copenhagen in February 2019. She volunteered with IDCN for one year. Sheryl graduated in Fashion Design and further studied Couture and Wedding Design in London and Sweden. Throughout her career, Sheryl has managed the entire creative process from “idea to production” for international brands and startups. She had always dreamt of setting up her brand one day, and this dream finally came true in Copenhagen.

“Volunteering with IDCN I learned how to be more resilient, flexible, and creative when organizing events and webinars. Those are valuable qualities for running a

business. There is a lot of valuable information shared inside the volunteer network”.





2022 OBJECTIVES

- Enhance the visibility of IDCN and it's volunteers within the Corporate Members;
- Provide in –person and virtual events / webinars at least once a month with special focuses on career path and mental health & wellbeing;
- Work on strategies to improve our professional networking both within & outside IDCN;
- Onboard new Corporate Members from the fields our partners are interested in;
- Improve the number of new volunteers and Corporate Partners.



CONTACT US

If your company is interested in joining IDCN Copenhagen or learning more about what we have to offer, please contact our Management Team at copenhagen@idcn.info.

As partners of employees working with any of our corporate members, you can contact us for free and upload your CV in our talent management platform at <http://registration.idcn.info>.

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