



The New Normal

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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.



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.

Message from Global Presidents of IDCN: Mark de Vos and Mary K. Kobia



2020 is without any doubt the year of Corona. It is inevitable not to talk about the effects of the pandemic on the entire world when looking back on 2020. It has unfortunately affected millions of people all over the world and it had of course also its effect on the IDCN members in Copenhagen.

But what we remember the most is thinking about the IDCN volunteers, corporate members, the activities, the meetings, the webinars - is the flexibility and positive attitude of the volunteers and corporate members, the high standards of the activities and webinars and the sense of adaptability in a crazy period.

We started the year with a fantastic on site event at Mærsk. We were all invited to their Head office in the centre of Copenhagen and we got a very good impression of the history of this impressive company, but we also got useful information on how to apply for positions. Many volunteers appreciated the valuable information which was shared, the honest stories and of course the nice lunch 😊.

When Corona hit Denmark in the beginning of March, the volunteers were very pragmatic, practical and action-oriented. All the meetings were moved online and out of nowhere, the coolest professional and social webinars were

planned and organized. The teams managed to find and train new volunteers, managed and cleaned up in TMP, produced and improved monthly reports, focused and helped members on job search and many volunteers even found jobs.

The volunteers took responsibility right from the start, they learned how to use Webex and set up a way to train other volunteers in the use of it and to ensure that no information got lost in translation. Between April and December they organized 12 webinars, with topics such as “Tailoring your nordic CV”, “Psychological resilience” and “Talent acquisition”.

There were also several global IDCN webinars, where some of us played an important role. As IDCN global presidents, we are also proud that we managed to organize meaningful events, make international connections and even open a new IDCN location in München, Germany.

Many corporate members have been active via participating in the webinars, mentoring our volunteers and coming with input in steering committee meetings. We are very thankful for that. We could even welcome 2 new corporate members this year: Total and Unity.

In these very strange, uncertain times, where everyone is experiencing profound disruption to one’s personal and professional lives it’s great to see how IDCN really makes a difference for our international employees and their spouses!

Many of us are practicing social distancing by staying inside, canceling plans, and avoiding crowded spaces. However, in all this mess the IDCN global network continues to be meaningful and significant – giving our volunteering partners the possibility to be active, create a professional network as well a social network with other like-minded professionals. We would like to take this opportunity to thank all the volunteering teams for all their hard working driving this network forward and showing such resourcefulness.

Last but not least, we would like to thank everyone in the IDCN Copenhagen Steering Committee and all corporate members for your great energy, support and commitment.

We look forward to continuing our IDCN journey with you and experiencing more magical moments together!

Mark and Mary

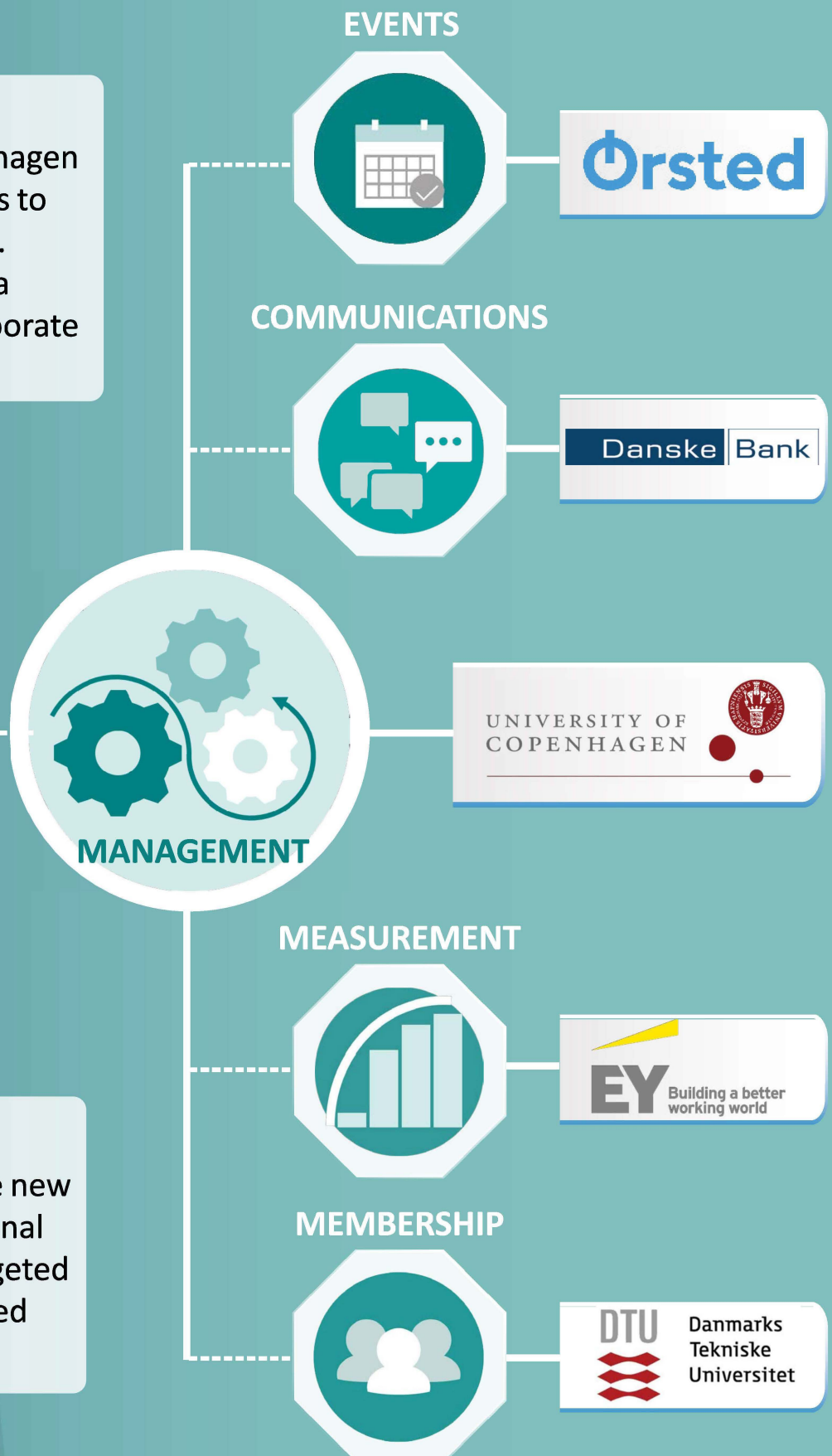
Partner Committee and Corporate mentors

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.

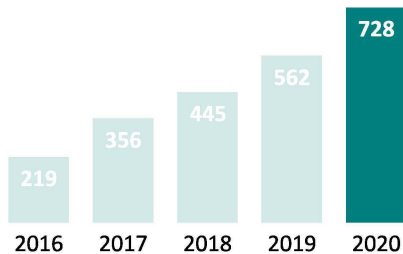
IDCN PARTNER COMMITTEE

IDCN PRESIDENT

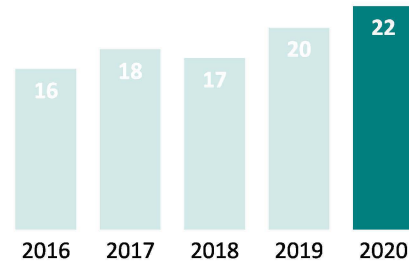
With this model, we offer meaningful ways to acquire new skills, to expand a professional network and to receive targeted career advice by experienced professionals.



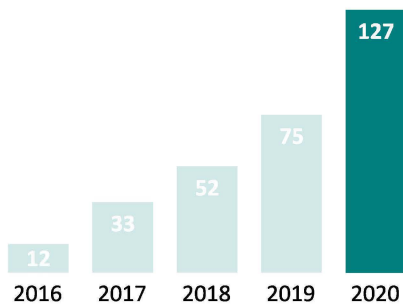
Our partner members



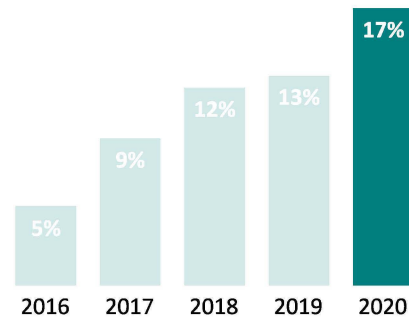
Total partner members



Corporate members



Total partners who found jobs



% of total partners who found jobs



175 members
have a Bachelor's degree



224
active members



380 members
have a Master's degree



112
members have a PhD

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

Last year, after 4 years since the creation of IDCN Copenhagen, we looked at the future and knew that our network had to embrace digital transformation to keep being relevant in today's context.

In the past few months, we have witnessed great innovation and resilience on behalf of IDCN Copenhagen volunteers and Partner and Corporate Members. We were not paralyzed by the dramatic unfolding of lockdown and social restrictions. We kept on providing support and inspiration to mobile employees' partners in their job search through new technology and communication tools. Events were organized in virtual format, mentoring happened online, as did many volunteer meetings.

We are grateful to our Corporate Members who stood by us in these challenging times and together we will continue our efforts to motivate talented expats in their job search journey.

This past year has been a showcase of entrepreneurial attitude and creativity. This showed us that IDCN Copenhagen is well positioned to overcome the challenges that lie ahead of us. We have come closer together, co-creating and inventing solutions to the biggest challenges of our times.

Communications Team

Here are some stand-out achievements of 2020:

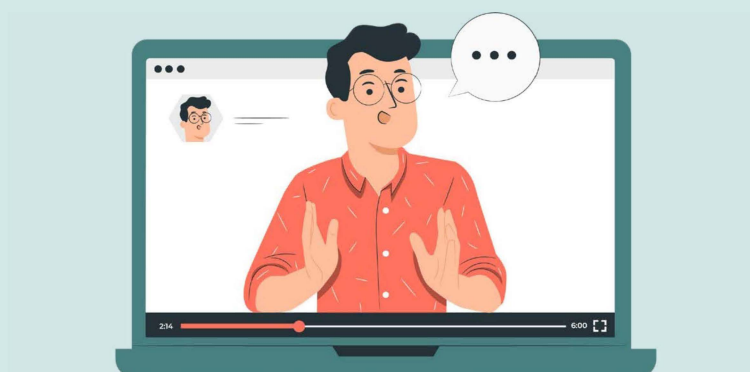
1 real-time Corporate event	2 new Corporate Member joined the board
2 real-time Social events (Kaffemiks)	Nearly 98% of all our partner representatives were willing to attend future webinars
12 Career webinars hosted	More than 90% of our Partners and Corporate representatives gave a rating of 4 or 5 with average rating of 4.3
166 Partner Members welcomed	7 out of 166 Partner Members found a job, internship or subsidized salary position
733 participants attended our 13 events and 156 had filled the feedback forms	

As we look forward to the year 2021, IDCN Copenhagen aims to organize webinars and awareness sessions, to increase the number of Corporate Members, and to continue our efforts to create meaningful connections between our Partner and Corporate Members.

Events overview

The IDCN Copenhagen activities are focused around career events hosted by different Corporate Members which agree to host one career event every other year (once every 2 years). 2020 was an unusual and extraordinary year, the year when IDCN Copenhagen has changed its way of helping the Partner Members in their job search. Showing our resilience and adaptability to the global pandemic, IDCN Copenhagen made the shift to online webinars.

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.



Career Events

- **26th February** - Maersk “Staying Relevant in a Changing World”.

Webinars

- **7th May** - “Tailoring Your Nordic CV” by execute.dk, speakers: Kenneth Oldenburg (CEO) and Nathalie Dedella (Head of Event Staffing).
- **15th May** - “LinkedIn Networking During the New Normal”, speaker: Kathy Borys Siddiqui (founder of Active Action).
- **20th May** - “Be Successful in Your Job Search”, speaker: Ida Maria Angelo (Recruitment Consultant at workindenmark.dk).

- **3rd June** - “Public Speaking: Do’s & Don’ts”, speaker: Arturo Mora Rioja (Assistant Professor).
- **18th June** - “Psychological Resilience”, speaker: Saumya Priya (Researcher and a Vice President of IDCN Copenhagen).
- **11th August** - “Presenting yourself in 30 sec”, speaker: Julia Chuiko Lund (Global HR Advisor at RUC, Lecturer at CBS).
- **25th August** - “Talent Acquisition! How does it look on the other side of the table?”, speaker: Ender Yüksel (Development Manager for SimCorp).
- **14th September** - “IDCN Copenhagen Success Stories”, speakers: IDCN alumni volunteers Arturo Mora Rioja (Assistant Professor at KEA) and Yogesh Basavaraju (Research Assistant at DTU).
- **9th October** - “IDCN Copenhagen Success Stories. Transition from Academy to Industry”, speakers: IDCN Alumni Ting Yang (Research Scientist, Novozymes) and Virginia Cunha (Medical Writer, Novo Nordisk).
- **27th October** - “The importance of rethinking / reshaping your goals and beliefs in life”, speaker: Barbora Jedlovská, Mindset & Personal Development Coach.
- **11th November** - “Graphic Presentation Skills”, speaker: Natalia Montañez, Industrial Designer and Business Developer and IDCN volunteer.
- **15th December** - “Winter Blues”, speaker: Aina Masood, Mental health advocate and Psychologist.



“Staying Relevant in a Changing World” - Maersk **26th February 2020, 54 Partner Members and 30 Corporate Members attended**

The first event of 2020 was hosted by Maersk, one of the world’s largest transport and logistics companies.

Henning Morgan, Group Historian at A.P.Moller Holding, gave us a detailed overview of the fascinating history of A.P. Moller - Maersk.

Maersk Management Consultancy provided us with amazing insights into what Maersk is today. Helen Fife, Talent Acquisition Partner, shared with us the incredible values and new vision of the company.

Pernille Galatius, Maersk Employer Branding, introduced us to the commitments Maersk is making to sustainability. She outlined the 4 main areas:

- Helping to decarbonize logistics
- Promoting open and inclusive trade
- Contributing to halving food waste
- Lead change in responsible recycling

Feedback quotes:

“Good networking and organisation” “Thank you for an amazing event!”
100% of attendees stated that “IDCN is a value-adding network”



Webinars

“Tailoring Your Nordic CV”

**7th May 2020 - Kenneth Oldenburg and Nathalie Dedella
from execute.dk**

The two speakers, gave us an outstanding presentation on how to craft your perfect CV to better navigate the Nordic job market. They aligned jobseekers with salesmen in their advice for how to enhance a CV and make it more appealing for the Nordic recruiters. They advised showing your competencies through work contributions, results and achievements and how to highlight your soft skills and showcase gaps in your work experience.

“LinkedIn Networking During the New “Normal””

15th May 2020 - Kathy Borys Siddiqui from Active Action Company

Kathy - Intercultural Trainer, owner of Active Action company, public speaker and columnist for The International Denmark - shared her invaluable knowledge about networking on LinkedIn.

“Be Successful in Your Job Search”

20th May 2020 - Ida Maria Angelo

Ida presented approaches to “Be Successful in Your Job Search in Denmark”. An international professional herself, she first introduced us to the job bank and services that Work In Denmark offers. She then explained the importance of being proactive and trustworthy in your Danish job search. Moreover Ida gave us some tips on how to approach hiring companies in emails, calls and interviews.



“Public Speaking : Dos & Don’ts”

3rd June 2020 - Arturo Mora Rioja professor at Copenhagen School of Design & Technology

Arturo talked about “Public Speaking Best Practices”. As a teacher, he has experienced a lot of public speaking in his profession and he shared with us very useful tips to do so. The participants of the webinar got some insights on how to gain and keep people’s attention and make the talk interactive.

“Psychological Resilience”

18th June 2020 - Saumya Priya, PhD researcher and Vice President of IDCN Copenhagen

Saumya provided very valuable information on developing resilience and encouraged us to overcome temporary difficulties by using various techniques. Resilience is a big word and an amazing concept to embrace. We learnt to take the first steps from vulnerability to resilience and create our own superpower.

“Presenting yourself in 30 sec”

11th August 2020 - Julia Chuiko Lund, Global HR Advisor at Roskilde University, Lecturer at CBS

Julia provided a very powerful presentation and helped us to prepare for the inevitable and most feared question in an interview: “Tell us about yourself”. The participants got acquainted with the structure of an elevator pitch and learnt CICERO star method of effective communication.



“Talent Acquisition! How does it look on the other side of the table?”

25th August 2020 - Ender Yüksel, Development Manager at SimCorp

Ender shared his insights on the new Danish hiring approaches and his passion for continuous learning. This valuable information will help us to adapt our skills to new needs and showcase our potential. Apart from this, he advised us how to spot your potential.

“IDCN Copenhagen Success Stories”

14th September 2020 - Arturo Mora Rioja, Assistant Professor at KEA and Yogesh Basavaraju, Research Assistant at DTU

The speakers shared their experience and gave us hope and motivation to persist in the job search in the Danish job market. For both of them it took many applications, several interviews, rejections and tons of time and energy to get a job. But they feel positive and grateful about everything they went through and gave us some pieces of advice on how to better approach the Danish job market.

“IDCN Copenhagen Success Stories. Transition from Academy to Industry”

9th October 2020 - Virginia Cunha, Medical Writer at Novo Nordisk and Ting Yang, Research Scientist at Novozymes

The two speakers talked about the transition from academia to industry: both of them faced the difficulty of switching from a job in academia to one in industry. They shared with us the insights they learnt during this transition and many tips on how to be successful in getting a job.



“The importance of rethinking / reshaping your goals and beliefs in life”

27th October 2020 - Barbora Jedlovská, Mindset & Personal Development Coach

Barbora helped us to work on reprogramming our thinking. She shared her knowledge on how to unblock limiting beliefs that are holding us back on our deepest subconscious level. More than that, she gave us a short exercise to create empowering beliefs and pointed the way to change our attitude.

“Graphic Presentation Skills”

11th November 2020 - Natalia Montañez, Industrial Designer and Business Developer

Natalia taught us how to personalize our graphic presentation, explained the importance of colour and showed some best practices of PowerPoint slides.

“Winter Blues”

15th December 2020 - Aina Masood, Mental health advocate and Psychologist

Aina aimed to help us find ways to fight the winter depression or SAD (Seasonal Affective Disorder) which is quite usual in Denmark. She pointed out the symptoms we should look out for and possible reasons for it. Then Aina advised us useful strategies to avoid feeling demotivated and to stay connected and healthy during winter in Denmark.

Kaffemik

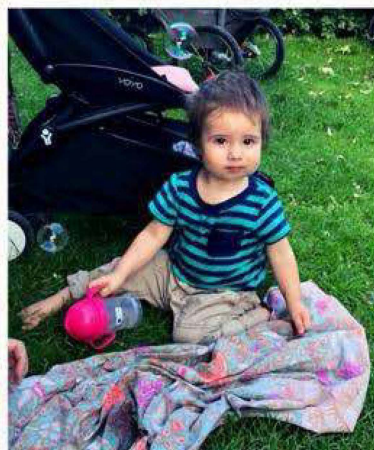
16th January, 21st February, 24th June, 26th August 2020

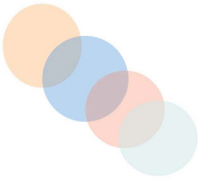
The IDCN Kaffemik is an informal meeting with coffee and nice conversations for all IDCN partner members. Kaffemik provides IDCN members with a safe space to network with each other and to get and share information about life and job search in Denmark, being an expat, raising kids, Danish culture, etc. Moreover, Kaffemik gives an opportunity to meet potential volunteers and tell them more about IDCN activities. It was usually taking place once a month at the International House or at an outdoor location. After the January and February ones, we had to interrupt the gatherings and follow the governmental restrictions. We were lucky enough to meet again outdoors in June and August.



KAFFEMIK

June 2020





Volunteers' testimonials

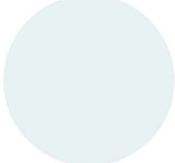


Archana Pradhan
Vice President
of IDCN Copenhagen



“Looking for a job after a hiatus, made me question my own professional skills. Volunteering with IDCN has helped me regain my confidence by working in a professional environment and has enabled my network to grow in the right direction. The IDCN group provides strong support, to spouses like me, not just professionally but also personally. IDCN has been the most positive experience in my job search.”

“Joining IDCN elevated my job search in so many different ways. Being part of the network allowed me to meet a lot of great like-minded and proactive people, get their insight, and share mine. It also gave me access to a range of fantastic events and advice services that I can say with certainty are the reason why I secured my dream job. It sounds cliché but having a network like this enabled me to achieve what I wanted and I couldn’t be happier.”

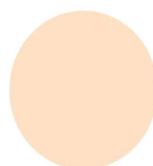


Alexander Davies
Measurements
Team Member



Ahsan Shahid
Measurements
Team Member

“I started with IDCN in Feb last year, just when the pandemic was starting. During this tough year, IDCN has helped me to gauge more knowledge through its over 12 webinars and several tips and tricks meetings from IDCN mentors and Mary and Mark. I also had help when I had interviews for the positions that I had applied for and has helped me in expanding my network. I was also able to practice some Danish with my friends that I made in IDCN.”



“Constantly moving and having to reinvent yourself while establishing a professional career during complicated times can be straining, but it also has great potential for growth. Becoming part of IDCN has given me structure and the possibility to connect with people that are neither my partner’s researcher colleagues or my long-distance design friends, and has obviously helped me understand and adapt to local job-search related customs. Being surrounded by people that are in the same boat as me, that understand and share the frustrations of job hunting and having to adapt to a new surrounding is a big part of what has been keeping me sane during these past months!”



Mirjam Faber
Communications
Team Member



Sheryl Yip

Events Co-Team Lead

“I can never imagine how valuable it is for me to join the IDCN Copenhagen Team. This is a wonderful platform for me to work in a professional business environment regardless that we are volunteering. Teams work professionally with friendly and excellent working attitudes. I really enjoy working with the vibrant and energetic Events team. From being a member to co-leading the Events team in just 3 months, IDCN provides opportunities for me to cooperate with international talents and corporates representatives by organising career and webinar events. These events helped me to establish a professional network in Denmark and understand Danish culture. It is absolutely an unforgettable journey to be part of IDCN - to inspire our partner members to explore and be motivated after relocating to Copenhagen.”

“Working as a volunteer at IDCN Copenhagen has been a great experience and has helped me in expanding my network. It has given me an opportunity to know more about Danish job market through various events/webinars, mentoring and networking sessions conducted by IDCN. Being a volunteer has also helped me gain new skills and a workplace where people support each other in their job search journey.”



Avani Pramod
Measurements
Team Member



Shivani Kondaskar
Events Team Lead

“I moved to Copenhagen to join my Husband in March 2020, in the middle of the pandemic. All my plans to find a new network of friends and professionals had to be re-worked. I was introduced to IDCN by a kind friend whose spouse had also joined IDCN and benefitted through this network. It was a match made in heaven to have found instantly both a corporate exposure & a reliable, warm, welcoming network of spouses in CPH who shared similar stories. To have found the IDCN network was beyond comforting.. It has been the perfect place to volunteer and grow while learning about the corporate expectations and Danish culture! I have moved from being an IDCN member to a volunteer and now Team Lead. I've learnt tremendously in the past 4 months, forged good friendships and established professional contacts. Teams work very professionally and organized - like in any big company. All of this is helping me very much navigate through the tough phase of job search and being new in town. I only wish I had joined even earlier than I actually did!”

“Volunteering at IDCN has given me not only motivation but also access to building up my skills, which is valuable to my profile. I highly appreciate the strong support from the IDCN family to my job search and daily life.”



Jing Zhao
Management
Team Member

Success stories



Alivia Price

How did volunteering at IDCN help you find a job, and what have you learned from being an active member?

“Volunteering for IDCN helped me to keep focus on ways to improve my applications for the Danish job market as well as providing me with a community to remain active and social after moving to a country where I had no connections.”

Molecular Biology Technician at KU’s Villum Center for Biodiversity Genomics



Pankaj Arora

“I got the opportunity to be mentored by the IDCN president (Mary) - she has been instrumental in helping me get the job.

Through volunteering with IDCN, I have learned how to make great job applications, got to know myself, my core skill set, and I found a job because of awesome mentoring.”

Nutrition Scientist at Arla Foods Ingredients



Vidhyashree Murthy

“IDCN gave me many tips and suggestions on presenting myself better at interviews. I got the job from other sources.

Through volunteering with IDCN, I have gotten better in socializing with Danes and Internationals, improved my Cover letter and grew my network.”

Application Support Engineer at IFS

2021 Objectives

- Hold the IDCN 5 year Anniversary
- Enhance the visibility of IDCN within the Corporate Members through IDCN Awareness Program for the spouses
- Provide virtual events / webinars at least once a month with a special focus on 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



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>

Management Team

copenhagen@idcn.info

Events Team

event.copenhagen@idcn.info

Communication Team

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Measurement Team

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Look for more information on our website

www.idcn.info



Credits

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