

The Power of Youth

2014/2015 Global Annual Report

AIIESEC International | aiiesec.org



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A photograph of Jean Choplin, an older man with glasses, speaking at a podium. The image is overlaid with a blue gradient and a white circular arc at the top and bottom. The text is white and centered over the image.

“AIESEC is more than 60 years old and alive as a global organisation transgenerational and united by a personalized capital of trust. Believing in transcultural cross fertilization young as ever with its culture materialized this last year as related in the following pages.”

Jean Choplin | Founder of AIESEC

Letter from the President

The connection between AIESEC and the power of today's youth

My name is Vinicius Tsugue, and during the past year I had been honored to be President of AIESEC International. This means to lead a team that could impact not only more than 100 countries, but a whole generation of young people.

During this year, AIESEC had initiatives in collaboration with the United Nations, such as YouthSpeak, which empowered our organization to understand global issues and helped to prioritize operations and projects. We wanted to understand today's youth, the Millennials, to find out what are their needs and how AIESEC could support that.

I believe AIESEC enables young people to explore their leadership potential and help them become who they want to be. I saw this change in myself: AIESEC gave me the confidence to grow, to understand my values and also what do I stand for.

This intense leadership experience that AIESEC provides can definitely bring young people out of their comfort zone and enable them to find their own solutions to world issues and engage others as well.

True leadership is when you feel passionate about something and you make people around you believe not only in themselves, but also that change is possible.

AIESEC taught me in these past 7 years that young people can indeed make the world a better place. Becoming self-aware and confident goes hand in hand with making things happen

and setting an example. So you always start little by little and when you change yourself, you are able to change the world.

With the world lacking of trust in its leaders, young people bear the responsibility of restoring this hope and genuinely having an impact by transforming society. That is where the power of youth is hidden.


Finally, this experience also taught me that we can not change the world by ourselves. I am incredibly grateful to all our partners, stakeholders and Alumni who make AIESEC happen everyday and who help us shape the world together. We would not be who we are without them.

Ultimately, my gratitude goes immensely to all our members from all the continents: their dedication brings this organization to the next level and makes it possible to change our world.



Vinicius Tsugue

President of AIESEC International
2014 - 2015

A man in a dark suit and white shirt is speaking on a stage. He is holding a microphone in his right hand and gesturing with his left. The stage has a red carpet and a blue backdrop with a grid of small portraits and the text 'YOUTH FOR U'. Several stage lights are visible above the stage.

“With the world lacking of trust in its leaders, young people bear the responsibility of restoring this hope and genuinely having an impact by transforming society. That is where the power of youth is hidden.”

Vinícius Tsugue
President AIESEC International
2014-2015

Our Vision



What is AIESEC?

AIESEC is the world's largest youth-led network creating positive impact through personal development and shared global experiences. We are present in 126 countries and territories through member committees that engage 45.421 members to deliver our programmes.

What do we believe in?

Established after World War II, AIESEC envisions a very powerful message: peace & fulfillment of humankind's potential. We believe every young person deserves the chance and the means to develop their leadership potential and themselves in a culturally-tolerant environment.

What do we do?

For more than 60 years we have been providing young people with self-driven, practical, global experiences. We enable them to see the world, discover what truly matters to them and eventually make a real difference.

Our value-based environment allows our members to take on certain behaviours that can shape their personality for the future. We offer a strong foundation of principles as they develop into responsible and entrepreneurial young leaders.

Striving for Excellence

We aim to deliver the highest quality performance in everything we do. Through creativity and innovation we seek to continuously improve.



Demonstrating Integrity

We are consistent and transparent in our decisions and actions. We fulfil our commitments and conduct ourselves in a way that is true to our vision.



Activating Leadership

We lead by example and inspire leadership through action and results, taking full responsibility for developing others.



Acting Sustainably

We act in a way that is sustainable for our organisation and society. Our decisions take into account the needs of future generations.



Enjoying Participation

We create dynamic and welcoming environments which stimulate active and enthusiastic participation by our members.

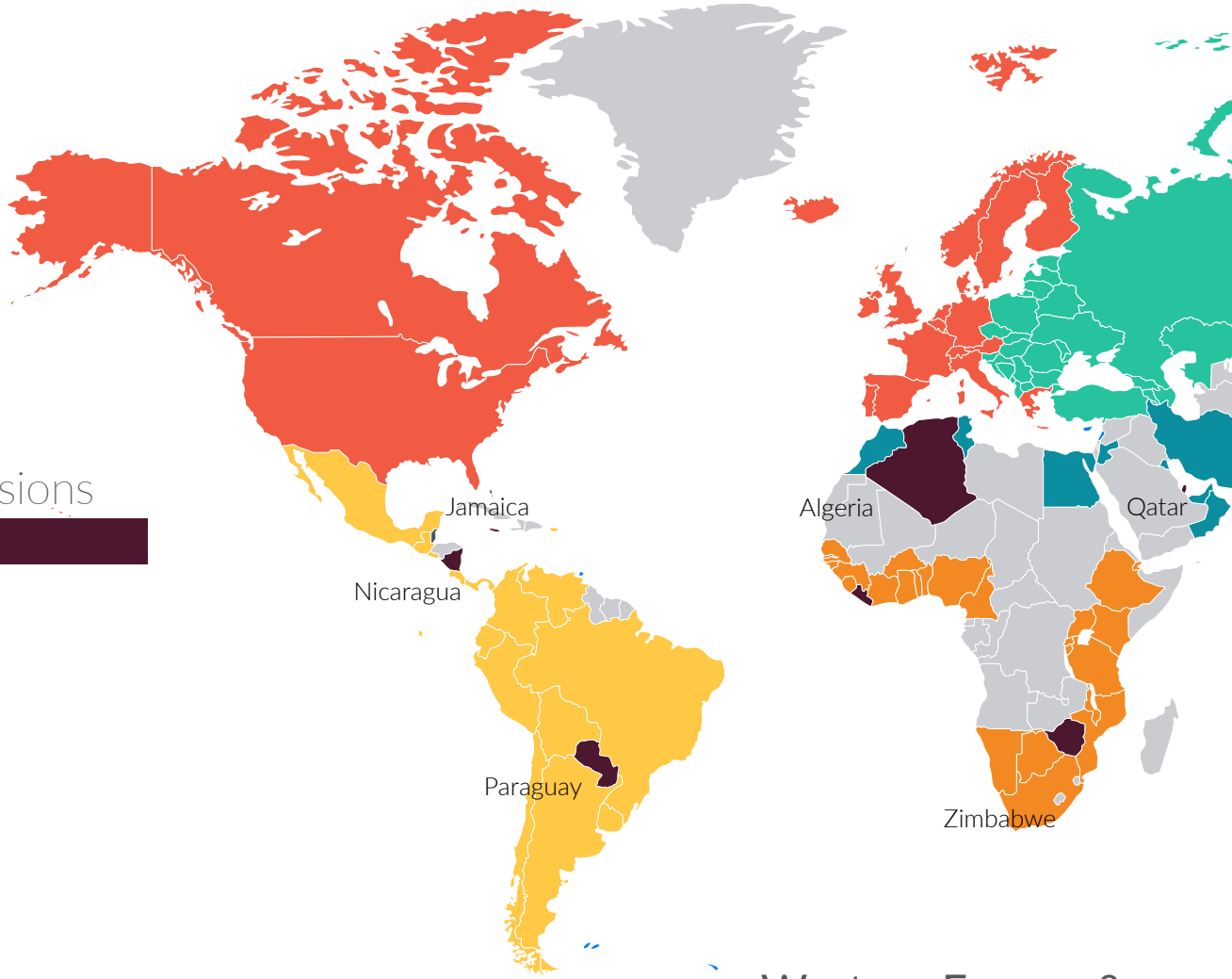


Living Diversity

We seek to learn from the different ways of life and opinions represented in our multicultural environment. We respect and actively encourage the contribution of every individual.



Mapping Our Impact



Expansions



- Algeria
- Jamaica
- Liberia
- Nepal
- Nicaragua
- Paraguay
- Qatar
- Zimbabwe

Latin America



- Argentina
- Bolivia
- Brazil
- Chile
- Colombia
- Costa rica
- Dominican Republican
- Ecuador
- El Salvador
- Guatemala
- Mexico
- Nicaragua
- Panama
- Paraguay
- Peru
- Puerto rico
- Uruguay
- Venezuela

Africa



- Benin
- Botswana
- Burkina Faso
- Cameroon
- Cape Verde
- Cote d'Ivoire
- Ethiopia
- Gabon
- Ghana
- Kenya
- Liberia
- Malawi
- Mauritius
- Mozambique
- Namibia
- Nigeria
- Rwanda
- Senegal
- Seychelles
- South Africa
- Tanzania
- Togo
- Uganda

Western Europe & North America



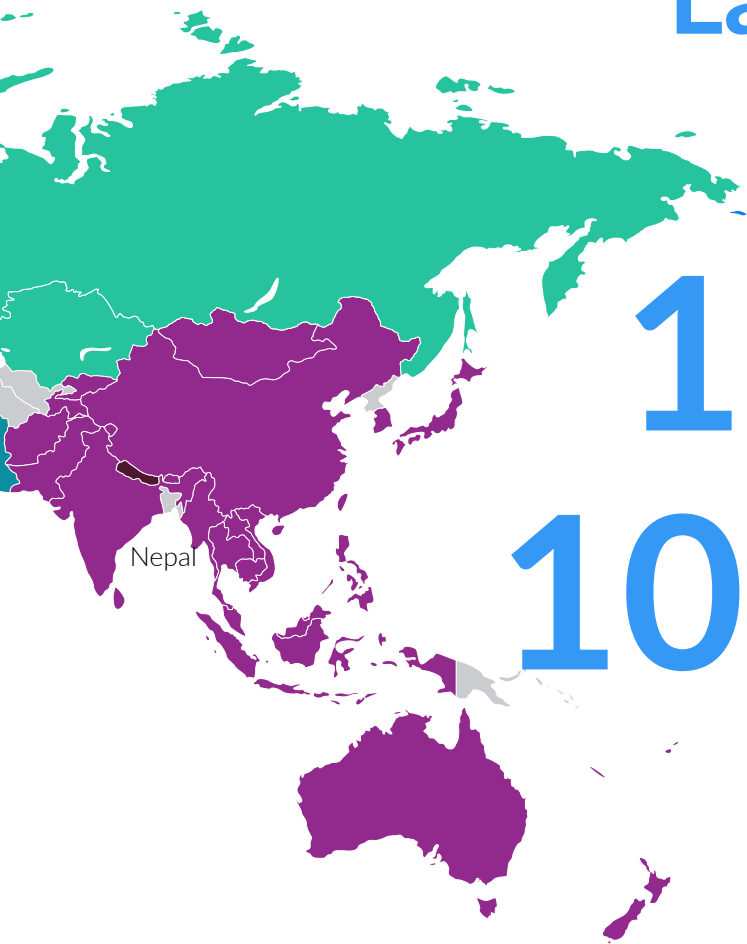
- Austria
- Belgium
- Canada
- Denmark
- Finland
- France
- Germany
- Greece
- Iceland
- Ireland
- Italy
- Malta
- Norway
- Portugal
- Spain
- Sweden
- Switzerland
- The Netherlands
- United Kingdom
- United States

Last year, AIESEC was present in

126 Countries and territories,

106 Entities and

8 Expansions



Central & Eastern Europe



- Albania
- Armenia
- Azerbaijan
- Belarus
- Bosnia - Herzegovina
- Bulgaria
- Croatia
- Czech Republic
- Estonia
- Georgia
- Hungary
- Kazakhstan
- Kyrgyzstan
- Latvia
- Lithuania
- Moldova
- Montenegro
- Poland
- Republic Of Macedonia
- Romania
- Russia
- Serbia
- Slovakia
- Slovenia
- Tajikistan
- Turkey
- Ukraine

Asia Pacific



- Afghanistan
- Australia
- Cambodia
- China, Mainland
- Hong Kong
- India
- Indonesia
- Iran
- Japan
- South Korea
- Laos
- Malaysia
- Mongolia
- Myanmar
- Nepal
- New Zealand
- Pakistan
- Philippines
- Singapore
- Sri Lanka
- Taiwan
- Thailand
- Vietnam

Middle East & North Africa



- Algeria
- Bahrain
- Egypt
- Jordan
- Kuwait
- Lebanon
- Morocco
- Oman
- Qatar
- Tunisia
- United Arab Emirates

Stories of Impact

Discover the Regional Cases of Success in our Network



Canada

Teach Asia /
South America

This past year, **AIESEC in Canada** decided to focus on generating more opportunities for Canadian students.

The **need for Canadian students to develop global competencies** was an important and relevant issue for their society, as well as economic growth. And since was identified this **need for native English speakers in the global network**, like Mexico, India, Brazil and Colombia, AIESEC Canada was able to **make cooperations** with these AIESEC entities and **promote opportunities** directly for their public.

At total, they were able to provide 459 volunteering experiences.



Colombia

Shape
Colombia

Shape Colombia was created by the Education Department of Bogota with the idea of bringing native English speakers as facilitators of fun and innovative “immersion spaces” for the students.

This led to a cooperation with AIESEC in Colombia involving 26 trainees from 13 different nationalities, 21 schools and about 10 000 children and teenagers.

Besides reaching more than 80 000 children of Bogotá and promoting more than 500 international ambassadors from around the world, the biggest impact of the project could be summarized as its power to build social capital in the city, meaning the non-common, unique and valuable ability of some initiatives to build closeness and **trust between the civil society, the institutions and the private sector**.



Serbia



Middle East & North Africa Region (MENA)

Developing StartUps

Economic crisis has been present in Serbia for more than 20 years. Therefore AIESEC in Serbia wanted to find a way to help companies develop in times when they need it the most and also address the unemployment issue the country faces.

They focused on a project to help startups and small companies develop their business, positioning Serbia's startups scene in the world and promoting entrepreneurship among young people.

So far, more than 25 organizations have decided to participate in this project and 20 internships have been realized so far.

AMAL Project

To create more experiences, the MENA region generated an unified project throughout the countries that could be easily promoted by everyone. Having the highest unemployment rate compared to other regions in 2012 estimated at 25% as a region, they felt that AIESEC needed to play a role to solve this issue.

The project's mission is: "Through empowering, training and teaching youth basic business skills for creating their own startups".

They have started to build a generation of youth equipped with the tools that enables them to acquire employment through entrepreneurial activity.



Rwanda

Safe Today, Safe Tomorrow.

This project was aimed at promoting financial education and inclusion among children and youth in Rwanda by promoting the culture of savings for a financially sustainable future.

The theme: "Safe Today, Safe Tomorrow". Through organized activities in Rwanda they were able to reach out to over 50 000 children and young people.

The Leadership We Develop

Our Leadership Development Model seeks to prepare youth to become capable of making a difference through their everyday actions.

How It Was Developed

Based on the research of best leadership experiences with AIESEC, conversations with AIESEC members, experts consultancy, alumni impact study and the biggest world trends impacting the context of leadership, we were then able to identify the type of leadership we want to develop and qualities that will trigger life-long leadership journey for a young person.

EMPOWERING OTHERS



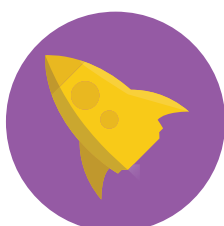
- Communicates effectively in diverse environments;
- Develops & empowers other people;
- Engages with others to achieve a bigger purpose.

WORLD CITIZEN



- Believes in their ability to make a difference in the world;
- Interested in the world issues;
- Enjoys taking responsibility for improving the world.

SOLUTION ORIENTED



- Adapts and shows resilience in the face of challenges;
- Transmits positivity to move forward throughout uncertainty;
- Takes risks when its needed.

SELF AWARENESS



- Understands and lives personal values;
- Focuses on strengths over weaknesses;
- Explores one's passions.

How are we enabling young people to develop their leadership potential?

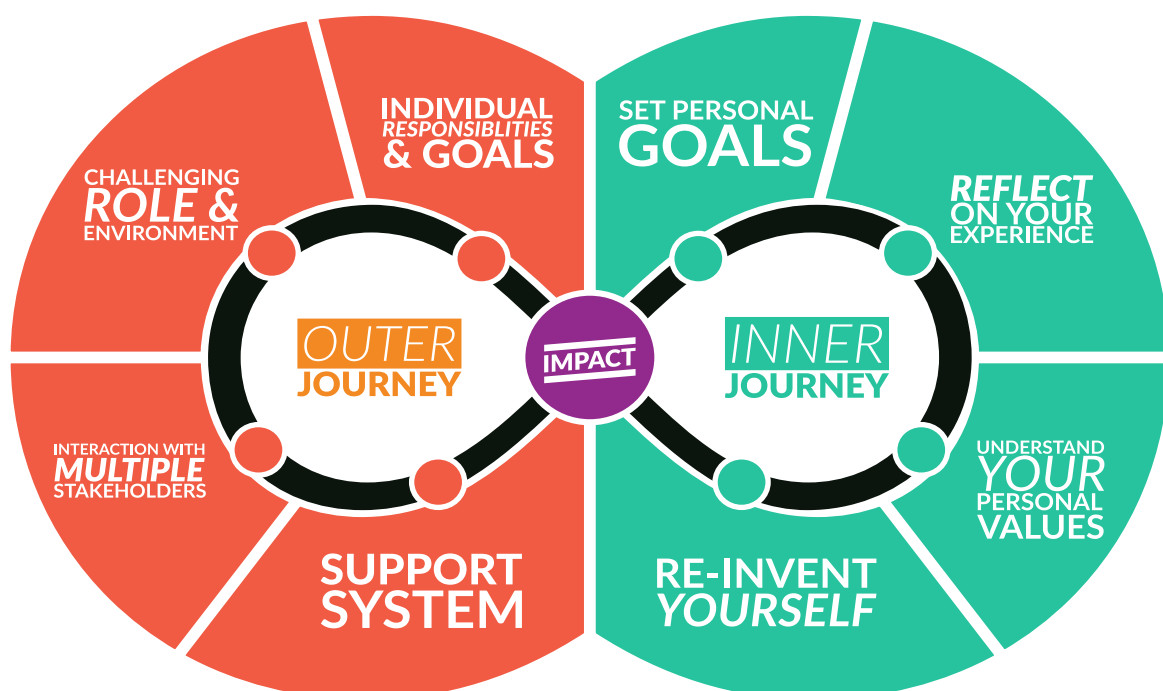
Leadership is developed through an “inner and outer journey”, which is necessary to internalize an individual’s learning. It ensures that what was learned become a part of their daily life, so we developed our own framework of leadership development.

The Inner and Outer Journey

The inner journey of leadership consists of gaining introspective skills, as well as understanding deep personal values and acting on them. This enables young people to reinvent themselves and to find out what they actually stand for in life. The outer journey of leadership is shaped by the external environment, which places challenges and creates opportunities for interaction with stakeholders coming from a different culture and mindset. Thus, a young person goes through various development stages during the experience, in order to eventually grow into a young leader.

Impact

The central element that connects the inner to the outer journey is the impact that the person is making on society throughout the experience. Cross-cultural exchanges and teamwork provide powerful learning experiences to young people for them to start their life-long leadership journey. This is how we develop leadership to generate an impact in the world.



AIIESEC’s Inner and Outer Journey Framework



WHAT WE ARE LOOKING FOR

Individuals who are open-minded and receptive to new ways of doing things. We look for people who do not shy away from new challenges. Our ideal employees are talented, self-motivated, goal-oriented and have a passion to succeed.

For more information visit our career webpage:
www.electrolux.com/careers



Thinking of you
Electrolux

5 Years in Review

Take a look at the highlights of our organisation's journey in the last five years and the progress we have made until now.



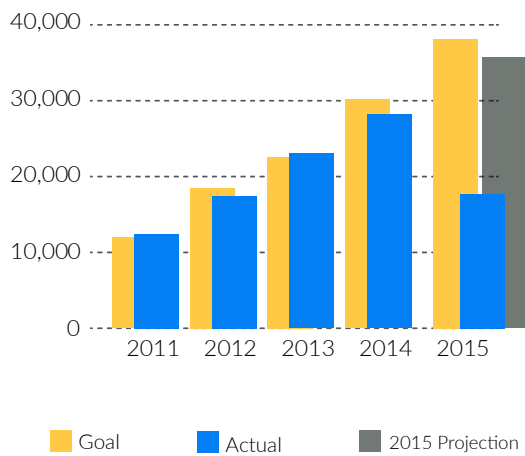
Our Goals Achievement

Our Journey to 2015

2015 is the year of achieving a 5 year vision that has guided our organization towards growing our impact everyday.

Here is our progress so far:

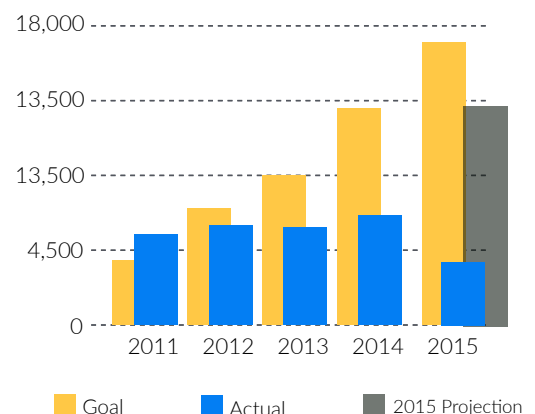
Global Citizen



91 251
Experiences
2010 - 2015

23 361
Experiences
2010 - 2015

Global Talent



Team Leader & Member Program

Developing leaders
since 1948

Members Worldwide
2014 - 2015

45 421*

**Total of members counted until June 30th*

The LEAD Program

The role of LEAD is to bring consciousness on development to our members and by ensuring that their activities are focused on our leadership qualities. It acts as a catalyst to develop all the qualities no matter how long or short a leadership experience in AIESEC can be. Thus, LEAD aims to enhance the leadership development in every participant and to make their experiences better.

Team Minimus

It stands for minumus for a team to exist, for example having an identity, goals, team rules, coaching and much more. We focused on education and implementation of this for all the entities as key activities that should happen in every team experience. This way we can ensure that all of our members are developing themselves and through this, achieving and contributing to our organizational goals.

Global Talent

AIESEC's **Global Talent Program** connects students and recent graduates to **professional internship experiences** across the world.

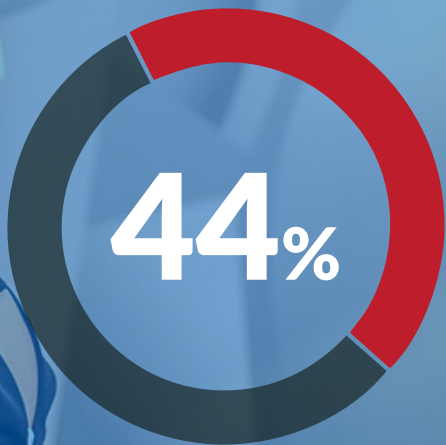
About Global Talent

Global Talent Program brings impact to both recent graduates and companies and organizations. Young people undergo an intense learning experience by having meaningful and challenging job, which pushes them to advance and improve constantly. Internships also allow them to polish their hard and soft skills, understand what it takes to succeed professionally and stay competitive in a global workforce. Companies and organizations at the same time benefit by having top talent and global perspective in their workplace. Interns bring innovation, different perspective, push the organizations forward and keep them competitive.

Our global professional internship program helps facilitate leadership development in young people. In addition, AIESEC with its partners contributes directly and indirectly to youth unemployment: by providing short-term solution - internship placements, and a long-term solution which is equipping young people with skills and mindset necessary in order to succeed and find a job.

Our impact

These numbers represent the impact we had during the last year with our Global Talent Program



Marketing



IT



Teaching

Innovation: Global Entrepreneur

What can be the most powerful and relevant experience we can provide to students around the world? What's appealing to young people? At the same time in AIESEC, we are striving to develop responsible entrepreneurial leaders - what's more entrepreneurial than being in a start-up and witnessing an idea from scratch coming to life? And this is how we came up with Global Entrepreneurs project, a short-term international internship in start-ups.

Right now we do have something that a lot of people can access and also want to join, experiencing entrepreneurship in a very inspirational and challenging way. We need to be prepared to support the Millennial generation and economical trends, while being true to our core and relevant to the outside factors as well. Global Entrepreneurs can definitely develop the leadership the world needs, the right skills and business to shape positive impact.

Global Citizen

AIESEC's **Global Citizen Program** gives young people the opportunity to **volunteer abroad** and develop entrepreneurial and responsible leadership skills.

About the Global Citizen

We believe the most powerful way to learn something is to experience it. Through a complete cultural immersion and a challenging new environment, young people have the chance to rediscover themselves, increase their level of self-awareness and undergo immense personal growth. At the same time, by volunteering to address global issues hands-on in local communities, young people acquire new soft skills, evolve professionally, develop a sense of world citizenship, desire to contribute and have positive impact on society.

The purpose of Global Citizen Program and its indirect impact is to develop responsible young leaders who are self-aware, world citizens, able to empower others and always strive to find solutions. The value of the program can also be seen in its direct impact over the years – contribution to addressing global issues such as providing education, improving literacy, eradicating poverty, sustainable living, delivering sanitation and human rights.

Our social impact

These numbers represent the social impact we had during the last year with our Global Citizen Program

32%

Improving
Literacy

24%

Cultural
Understanding

22%

Erradicating
Poverty

9%

Human
Rights

7%

Climate
Change

6%

Health
& Lifestyle



The world in your hands

Join ACE

Our Global Career Development Program



TATA

TATA CONSULTANCY SERVICES

Abraham Briseno
Global Coordinator - ACE Program
abraham.b@tcs.com

Featured Interviews

Our organization transformed on numerous fields in the previous year. Read first-hand from people leading the change about reasons behind it, the journey and the result.

Digital Revolution

Gordon Ching, Chief Digital Officer 2014-2015, talks about the digital transformation AIESEC had in the past year

What does it mean to go through a Digital (R)Evolution?

The courage to go through the digital revolution means something as simple as: across the board, AIESEC needs to work as one organization. There is one leadership development model, one brand and one purpose.

It is, in essence, to bring all these things to one accessible place online and offline, to **make AIESEC available to anyone, anywhere.**

On the other hand is about about accessibility: any young person, regardless of their income, university or country, is able to access leadership development. And also changing our business model and systems and making it reachable, transparent and open.

How was it to lead this revolution in the biggest youth-led organization in the world?

The word that can define my experience is transformational. I have always been very passionate about digital and what it can do for the world. It required me to take a role of a transformer and a leader, but also a diplomat and an educator.

In addition, when there is no rulebook on how digital transformation works, it means you need to be bold enough to trust what you are doing, because you believe in it. That was key to my experience.

What were the main changes?

I would say the main changes this year were into the business model. Before, in AIESEC you had to access our programs through payment, now you can simply enter our platforms and see every opportunity, just like a social media platform.


It generates a very deep change in how we run the organization. It enables something we call a bottom-up culture: AIESEC International Team is not the one with the answers anymore. These answers actually exist inside our network, and the idea is to empower them to become the decisions makers on everyday level.

We also changed our global website, now it has a more customer oriented content and it is mobile-friendly.

Last but not least, we worked on a global mobile app that enables exchange participants, AIESEC members and Alumni to connect. Therefore we want to continue to create this Global AIESEC Community.



Gordon Ching
Global Chief Digital Officer
2014 - 2015

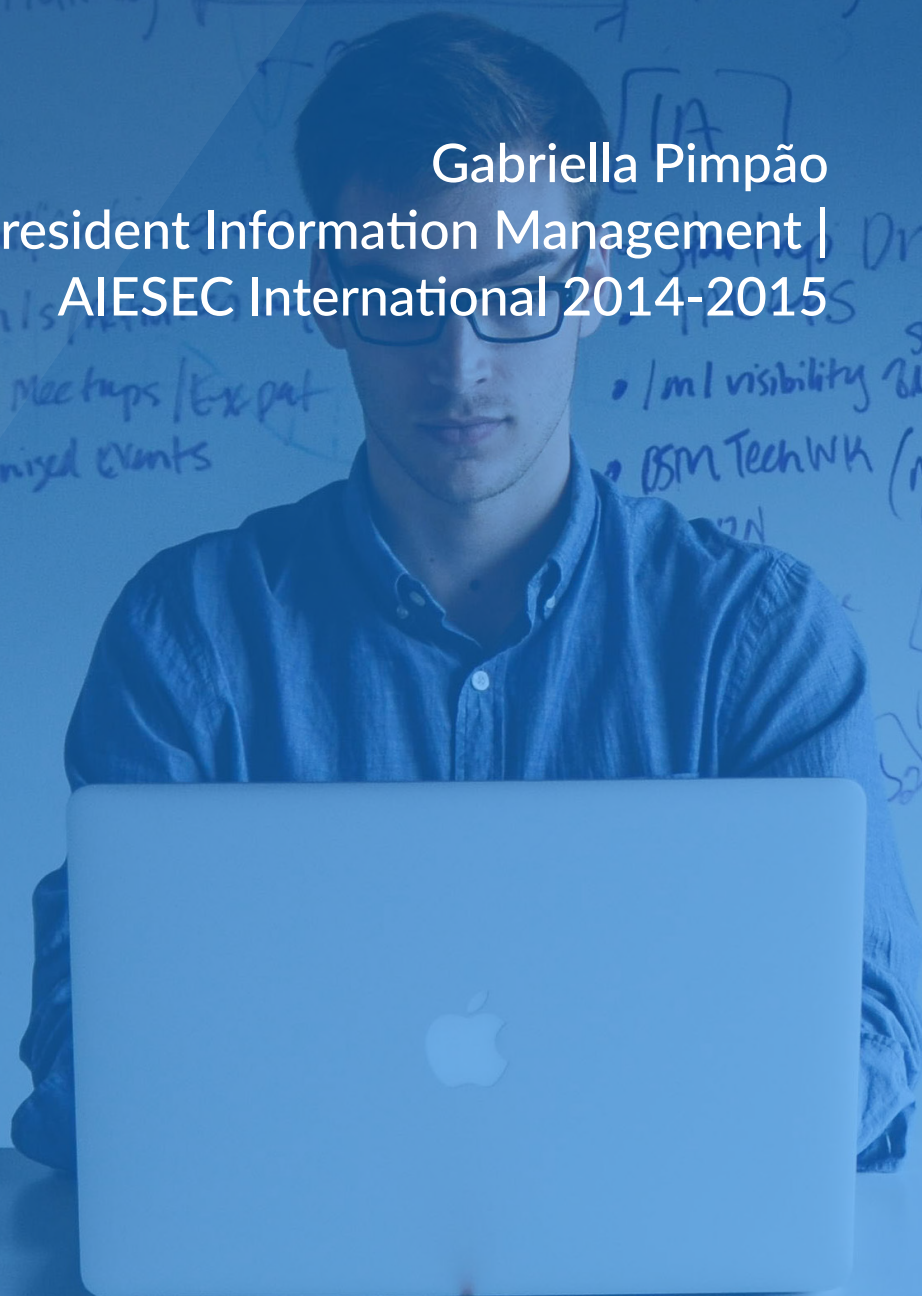


“It is, in essence, to bring all these things to one accessible place online and offline, to make **AIESEC** available to anyone, anywhere.”

Gordon Ching
Global Chief Digital Officer |
AIESEC International 2014-2015

“Generation Y makes decisions in a completely different way. All platforms created today are open, and people browse and decide if they are interested..”

Gabriella Pimpão
Global Vice President Information Management |
AIESEC International 2014-2015



Global Information System

Gabriella Pimpão, Global Vice President Information Management 2014-2015, talks about implementing the new Global Information System

What does a new Global Information System mean?

Two years ago, when the idea of exploring the opportunity of a new global information system appeared, the concept was to decrease the time for a person to find AIESEC and then to find an opportunity that he or she is interested in.

However, nowadays our membership wants to increase the support for the people that are abroad and living this experience. What we realized, if we made this processes smarter and faster, we could make sure the organization could focus more on developing leadership, which is exactly the support abroad.

Besides, generation Y makes decisions in a completely different way. All platforms created today are open, and people browse and decide if they are interested in the product that its offered. Therefore they are used to benchmark to make a decision. We wanted our organization to stay copetitive, so we had to adapt.

What is the Opportunities Portal?

The Opportunities Portal is the new digital interface for our external audience, it aims to customize their experience and make it faster.

It is, for example, when a person enters the aiesec.org website and subscribes to one of our programs. He or she will have then access to all of our opportunities and be able to apply directly to the ones according to his os hers backgrounds.

What were the main changes for the stakeholders?

From a student perspective, it is being transparent as an organization where people can understand it from the begining to the end, and make sure that we focus on delivering leadership and support.

From a company side, it is making them aware that the exchange participant needs to go through a leadership development experience. AIESEC is collaborating with companies because we want our interns to develop their leadership potential.

What was the key factor for this implementation?

Implementation is the most challenging part. Making people understand why we needed this change, not only on theoretical level, but especially when it came to everyday operations.

Besides, before we had a closed system, it was very basic but had good internal communication tools and knowledge management. I think the second aspect was accepting and embracing change, since people were already adapted to a system.



Gabriella Pimpão
Global Vice President
Information Management
2014 - 2015

AIESEC & The United Nations

Karolina Piotrowska, who was the Global Public Relations Vice President last year, tells about the collaboration between AIESEC & The United Nations

Why is AIESEC collaborating with The United Nations?

First of all, AIESEC has the ECOSOC (Economic and Social Council) and the Department of Public Information statuses. We get access to a lot of information and get invited to participate on events, with the objective to bring awareness and impact to our countries and networks.

Also, both AIESEC's and The United Nations' missions are very much alike: the latter addresses human rights, peace and prosperity, but in the end we connect because both aim to bring peace, so we understood the need to collaborate.

I could say it all became more real when, two years ago, the Secretary General appointed the Envoy on Youth. Since then youth have been a priority for The United Nations, as governments have realized that youth is the future and a solution to many problems. That gave us an open door to take action and seek opportunities to engage with the United Nations community.

What is AIESEC's contribution to The United Nations?

AIESEC brings youth voices and engages young people that can actually make a change. This does not apply only to our organization, but once we know how to work with governments, we know how or where to take action.

It's a very fast and simple process: once we know where the problems are, we are able to activate this network of young leaders and teams worldwide, that are passionate and ready to contribute.

To AIESEC, The United Nations provide insights, awareness and priorities. It also enables us to have a better access to other youth organizations and to run our projects on a bigger scale and address specific issues. This cooperation enables us to be more relevant.

What is next for the collaboration?

The United Nations Secretary General's Envoy on Youth will be joining us in our International Congress in India, during August 2015.

Other projects like: the United Nations Millennium Campaign; the launch of AIESEC's 2020 mid-term ambition and AIESEC's participation in Post-2015 summit in the General Assembly at the United Nations headquarters in New York City.

How was your experience working with The United Nations?

I learnt that to find out what is happening we need to go out there and seek for information and opportunities, because nobody will do things for us. Relationships enable us opportunities, but it is upon us to take action.

Karolina Piotrowska
Global Vice President
Public Relations
2014 - 2015





“Relationships enable us
opportunities, but it is
upon us to take action.”

Karolina Piotrowska
Global Vice President Public Relations
AIESEC International 2014-2015



Youth
speak
POWERED BY AIESEC

“Youth do not want to be talked at - they want to be engaged in a meaningful way. They should not only be seen as beneficiaries, they should be seen as partners.”

Ahmad Alhendawi
Secretary-General's Envoy On Youth | United Nations

YouthSpeak

YouthSpeak Enables Young People To Voice Their Opinions And Take Action

What is YouthSpeak?

YouthSpeak is a global youth movement and survey to really understand the challenges and hopes of young people today.

Why does this matter? It is relevant because nowadays most decision makers around the world lack a lot of youth data to understand what are the needs and challenges of young people and what they dream of becoming into the future.

What was the survey about?

Most of the questions were addressed to a huge gap that exists between education and employment.

From the data gathered, decision makers can actually develop policies, programs and strategies that are significant and mean something to young people.

And considering there is exactly 1.8 billion young people in the world, youth opinion really does matter to shape the future of our world.

What were the key achievements?

So far is the global movement itself. To actually see young people participating, holding their

pictures with the problems they face and care about, to see the diversity and that many had a chance to finally get their voice out there, it made me realize the impact of this and kept me inspired.

Therefore it is not just a survey anymore. The fact that we engaged thousands of young people and got 42 257 responses worldwide makes me believe we can really influence global decision making policies. Now we have data that will not only affect important decision makers, but also AIESEC itself for our 2020 midterm ambition.

What is next for YouthSpeak?

The movement does not stop here, but the focus now is on the data we have gathered. Now we know the opinions, what young people are looking for and what is the gap between decision makers and young people.

The next phase would be empowering people with this information and engaging them in meaningful projects with AIESEC. The movement has just started.

Gordon Ching
Chief Digital Officer
2014 - 2015



Partnering for Impact

AIIESEC & Asian Development Bank Cooperation

The kind of partners AIIESEC should have and appreciate are the ones who create an inspiring impact, and the Asian Development Bank is one of them. Firstly started with AIIESEC in the Philippines, the collaboration enhanced the similar values and goals we want to achieve - AIIESEC being the leadership development organisation in the Asia-Pacific region, thus helping us create this amazing project. The partnership is built on 4 main pillars: participation, projects, policies and programming, **youth and Sustainable Development Goals**.

In its specifics, the initiative is meant to impact the Mekong region, and hopefully in the future it will grow as a result of the positive results it generated. The reason this partnership is so relevant and valuable is it's utterly aligned to the Sustainable Development Goals of the United Nations, and it is very integrated with the UNEP (United Nations Environment Program).

It is exciting to step forward with this partnership and get closer to both organisations' missions. The Asian Development Bank has been very flexible, patient and open to the solutions AIIESEC has presented, and we are deeply thankful for this, especially to Chris Morris, Ponce Ernest Samaniego and for sure, to Jessica Herrera from AIIESEC in the Philippines. **After all, it is only in togetherness that we can make the world a better place.**

Vishant Kothari,

Global Business
Development Manager
2014 - 2015



Testimonials



I think for us as what we see in this partnership with AIESEC is that we are organisations very similar in our approach - both entrepreneurial, both global organisations that strive for excellence and expertise in their area. For us this is one of the biggest attractions in working with AIESEC, we align quite nicely together.

Having interns was an incredible positive experience, we have had 20 AIESEC interns joining the company since 2013 and at this point we have 6 of them who have been retained in a full-time position, which is fantastic for us. We consider AIESEC as part of our talent pipeline, it's how we bring the future young leaders in our organisation. We're looking forward to continue growing with AIESEC.

Rachel Groenhout
Group General Manager, L&D |
International SOS

In my experience, AIESEC always provides a great selection of smart, motivated and reliable candidates. The interns that I have had working with me have been extremely valuable to me and the team. They don't just come to work with a 'do what you're told' mentality, they come with new ideas and insights - they jump into the action and get involved. It's a win-win from a people manager perspective because at the same time as getting a dedicated team player - you can also enjoy coaching and guiding a young person to learn and develop and really help them along with the early stages of promising career paths

Amy Barrett, Director Shared Knowledge & Technology, Training & Knowledge Management | UCB

I have been working here for two months already and I am part of a financial project, which is aimed to strengthen the global finance function as a business partner. My role is change management specialist, I am responsible for people's side of change and trainee & communication support for the project.

The program is a great opportunity for me to get an experience in a total new environment and in a region I have never been before. Besides the fact that I got the chance to work for an interesting project and to get a professional experience, I also managed to travel around and learn a lot of things outside of my work, meet like-minded people. Singapore is an amazing place, and my best impression about it is the multicultural environment, it gathers a lot of different cultures here.

Varvara Mokeeva
Intern | International SOS

What is Your Next Brave Action?

After 7 years working with youth in the third sector, I want to understand better how big multinational companies work so I can bring a real change to Brazil based on cross-sectors collaboration.

Vinicius Tsugue
Brazil



I will have the honour and the responsibility to lead the global network in the 1516 term as the President for the next AIESEC International Team.

Ana Saldarriaga
Colombia



I'm joining an awesome AIESECer-led startup called Flypay that aims to transform the hospitality industry.

Kevin Cornwell
United States



After 6 years spent in this beautiful organization, I want to apply my skills and discover new talents in management consulting to accelerate organizations trying to change the world.

Aleksa Nikolic
Serbia

I will fly to Myanmar, volunteering through AIESEC's Global Citizen program - finally, after sending other people for the past 5 years! After that, I will go back to Italy starting my professional career in the country that I love.

Giancarlo Ostuni
Italy



I want to keep on being an everyday leader, affecting people around me with my actions and keep on challenging the environment where I am going to go.

Camila Serpa
Brazil



I see myself working in a challenging environment, fulfilling my life purpose and also living every day to the fullest!

Zsofia Szabo
Hungary



I am looking into starting my social business within next 2 years. My dream is to create a profitable and sustainable business that will impact the society in a positive way.

Karolina Piotrowska
Poland

My next brave action is to find a great opportunity to kick off this new path: social businesses, especially around people development and education. and see what doors open on the way, maybe a start-up somewhere down the road!

Ana Sofia Espejo
Peru



I will be building upon my AIESEC International experience at PwC in London, working on IT system adoption and data management.

Laura Law
Australia



This year I experienced how IT can contribute to the growth and development of an organization, so in the future I would like work in the intersection of IT and business.

Gabriella Pimpão
Hungary



I am striving to begin a career in consulting and managing projects, that enable more organizations to maximize their impact through sustainability and public policies in Latin American markets.

Lucia Taboada
Argentina



I'm looking for opportunities in companies and organisations that are passionate and resilient in their approach. Also, Project manager at International Congress 2015, India!

Vishant Kothari
India



I am in the process of setting up a company that will one day change the world with its exponential products.

Michael Victor
India

Innovation in business and operating models, aspiring to further on start an incubator to support and invest in social enterprises.

Omar Younes
Egypt



I don't like regularity. I'll be doing something unorthodox!

Emre Ergin
Turkey



I'm going to move to New York City to organise the event that will launch AIESEC 2020 externally at the United Nations.

Orion Joss
Brazil



To facilitate co-creation of AIESEC 2020 with 45 000+ members of AIESEC.

Daria Axenova
Russia

I am very excited to work in a Multinational company in the areas of Human Resource or Corporate strategy to apply all the learning gained in AIESEC to transform organisations before starting my own social business in Africa sometime in the future.

Shayo Tinuoye
Nigeria



After this intense year in AIESEC International I decided to join a Tech company and use my AIESEC Experience to influence the sector which has the capability to change the world as we know.

Rafael Carvalho
Brazil



It is time to indulge myself into the future reality of my dreams.

Karim Swelim
Egypt



To solve complex global challenges through social innovation.

Tala Mansi
United States

After leading risk management in AIESEC I want to keep learning about this field and gain experience so I can contribute solving global risks and crisis, because I believe it takes hard skills plus values of AIESECers to solve global problems.

Johannes Ide
Germany



Since I was a kid, I have always been fascinated by Apple's vision and impact on the world. I'll be joining them in a global marketing role to learn how the world's most valuable brand inspires people.

Gordon Ching
Canada



AIESEC International Team
2014 - 2015

Global Partners



Alcatel-Lucent

Alcatel-Lucent, a key player in the telecommunications industry, is a long-standing partner of AIESEC. More than 450 interns have had an internship experience over the last 10 years and have brought their dynamism and entrepreneurial spirit to the company. Alcatel-Lucent is now focused on sourcing both global technical and non-technical talent through AIESEC in order to build tomorrow's future today.

Deutsche Post DHL
Group

One of AIESEC's largest global partners, Deutsche Post DHL Group is the world's leading mail and logistics group. Since 1996, it has provided opportunities to over 1,000 interns, and every year it offers positions to 70 more, with a retention rate of over 50% following the internship.



EF Education First, the world leader in international education, has been a proud global AIESEC partner since 2010. EF shares very similar purpose and values with AIESEC as well as its mission: to open the world through education. The company created a customized global internship program for AIESEC leaders called the EF Diversity and Development program which has become very successful. In addition, EF extensively participates at global AIESEC conferences and many other initiatives based on various local partnerships between AIESEC and EF markets.



Partnering with AIESEC for over 10 years and having hosted more than 350 interns around the globe makes Electrolux one of the strongest Global partners. This year, Electrolux was involved in region-based recruitment and technical talent attraction, making it possible for 50 young professional to join Electrolux team. Additionally, Electrolux was awarded Partner of the year and is the new sponsor of the Global Excellence Awards!

EUROMONEY

Euromoney Institutional Investor is one of the world's leading B2B media companies. They operate in more than 150 countries and provide high quality financial intelligence to decision-makers such as government leaders, central bankers, CFOs and asset managers through our newspapers, magazines, websites, economic research and conferences. Since 2010, Euromoney and AIESEC began to work through the regional headquarters in Hong Kong to provide AIESEC leaders with the opportunity to further their international careers and gain extensive exposure to the thriving Asian growth story.



Husqvarna
Group

Well-established partnership enables more than 20 international talents every year to experience the cutting-edge industry of Husqvarna Group. Satisfaction and quality of the programme is underlined by very high retention rate and continuous growth of the partnership. Husqvarna Group continues to support AIESEC's increasing engagement of technical talents.



IE is an international institution dedicated to educating business leaders through programmes based on their core values of global focus, entrepreneurial spirit and a humanistic approach. IE & AIESEC's current partnership focuses on providing awareness and inspiring a generation to create innovation within education as well as to build capabilities of future entrepreneurs. The components of the partnership include social media campaigns, conference engagement globally and scholarships for AIESEC leaders for IE programs.



Since 2006, ING has sponsored the Global Leadership Awards, and in 2011 launched an initiative that fits AIESEC's top talent: the ING International Talent Programme - a three-year graduate programme, offered in different countries around the globe, which gives new opportunities for development, growth and international experience.



International SOS is the world's leading medical and travel security services company and has been a Global Exchange Partner since 2013. The partnership spans several locations and aims to provide opportunities to support the development of young people and to have access to high-potential young talent from all over the world. Starting in 2014, International SOS has been providing medical and travel security to thousands of AIESEC members going on an international internship or volunteer experience.



Microsoft helps people and businesses throughout the world realize their full potential, by making this simple mission come to life every day through its passion to create technologies and develop products that touch just about every kind of customer. Microsoft is collaborating with AIESEC since 2006, having provided over 200 internships worldwide. In 2014 the partnership started focusing its core in Asia Pacific where Microsoft is engaged in the AIESEC Regional Conferences with an overall objective of recruitment of AIESEC talent looking to make an impact in the region.



As one of AIESEC's largest internship partners, TCS works strategically with AIESEC on attracting talents for their global projects within the ACE Program around the world. They also support YouthSpeak Forums globally and regionally. They were also awarded "AIESEC's Global Partner of the year" for 2014.



At UCB, everything starts with a simple question: "How will this make a difference to the lives of people living with severe diseases?" UCB has a passionate, long-term commitment to discovering and developing innovative medicines that transform the lives of people living with severe diseases. Since 2013 AIESEC has supported UCB to answer this question by providing the right talent to make a difference. UCB has provided over 50 internships across Belgium, United States, India and Luxembourg to valuable young candidates.



The global partnership between Unilever and AIESEC is focused on attracting and developing the next generation of leaders in sustainability. The partnership focuses on supporting collaboration between the two organisations with an overall objective of recruitment of AIESEC talent looking to make an impact in this exciting industry by joining Unilever's global talent pool.



PwC has proudly been supporting AIESEC globally now for more than 40 years, making it the longest standing partnership. PwC works with AIESEC on a diverse range of initiatives: actively participating at international conferences, contributing with advice and expertise, providing financial support, attracting talent and actively developing an alumni network. The global partnership can be grouped into four main domains that include global thought leadership, talent development, corporate social responsibility and youth insight, each providing its own subset of added value.



AIESEC International's newest Global Partner, Wings on Board, is a privately owned company operated by Control Towers Holding Group. Wings provides a unique logistics opportunity for clients through its premium on-board global courier services. The AIESEC-Wings partnership provided 10 global internships across multiple countries in 2014.



The Graduate Management Admission Council® (GMAC®) is a non-profit organization of leading graduate management schools around the world. GMAC partners with AIESEC to support the development of leadership and management skills for young people around the world who can benefit from the education gained in AIESEC and the schools GMAC represents. Through sponsorship of the AIESEC Social Impact Challenge, GMAC has placed support behind the aligned purpose of both organizations of equipping future leaders and managers with the skills they need to make a positive difference in the world.



Nexans brings energy to life through an extensive range of cables and cabling solutions that deliver increased performance for our customers worldwide. AIESEC International and Nexans started to collaborate in 2015 aiming to bring awareness to young people about the opportunities in the Telecommunication sector, bridging the gap between them.



Mindvalley builds businesses that innovate on transformational education for all ages, through mediums that range from digital publishing, educational technology, online learning, mobile apps, content, events and more. They stand for ideas that enable people to be extraordinary and impact lives. They believe in the talent that AIESEC develops through its programs, which is clearly visible by the fact that 40% of Mindvalley employees are AIESEC Alumni.

Financial Report

The Financial year 2014-15 was another extraordinary year for AIESEC International. With our legislated operational budget we continued to focus on the achievement of AIESEC 2015 and improving the organisational sustainability.

AIESEC International's operational budget and funds are determined by the Global Plenary of Member Committees. The operational budget is financed through Member Committee Contributions and revenue from global partners through sponsorships, donations and grants; while the Global Plenary funds are financed completely by the Member Committees. AIESEC International is a non-profit association registered in the Netherlands, and all financial operations are set up with the intention to deliver global impact.

AIESEC has performed reasonably during the financial year which ended 31 May 2015 in terms of both operational and financial results. It was the last full year of AIESEC's midterm ambition 2015 and the activities split between firstly, short term initiatives to support the growth and achievement of the 2015 goals, and secondly, the long term evolution of the organisation and preparation of the next mid-term ambition. These circumstances led to increased investments. Excess revenue from previous years which were allocated to the Global and Restricted Funds were spent in the current financial year. The biggest task for the AIESEC International team was the implementation and constant improvement of the new AIESEC business model, with the renewed customer flow and the new operating system EXPA.

BALANCE SHEET AS OF 31.05.2015

	31 May 2015	31 May 2014
To report:	EUR	EUR
Fixed Assets		
Intangible fixed assets	400.167	250.000
Tangible fixed assets	970	-
Financial fixed assets	76.933	-
SUBTOTAL	478.070	250.000
Current Assets		
Receivables	564.209	407.687
Prepayments and deposits	123.648	88.781
Short-term investments	393.437	391.497
Cash	399.713	1.278.945
SUBTOTAL	1.440.760	2.166.910
TOTAL ASSETS	1.954.816	2.416.910
Fund Balances		
Operating fund	979.627	1.120.814
Restricted funds	645.276	769.365
SUBTOTAL	1.760.164	1.890.179
Deferred Revenue	59.960	122.339
Current Liabilities	269.953	404.392
TOTAL EQUITY AND LIABILITIES	1.954.816	2.416.910

Revenue:

The corporate sponsorship declined again this year after a small growth last year. This is mainly due to the ending of two big global partnerships in this and the previous year. The delivery model of global exchange partnerships was changed in order to have a long term sustainability of revenue sources, to make them again scalable without needing to increase the HR from the global office. Also, new partnerships were initiated that are directly co-delivered by the network.

Expenses:

After the change of the financial model in the previous term, the budget changed quite drastically compared to the previous years. For once many ongoing fund expenditures were moved to the budget. The increase of the AI office and switch to a new IT vendor led to a change of information management cost structure.

STATEMENT OF REVENUE AND EXPENDITURE 01.06.2014 - 31.05.2015

	Budget	2014-15	2013-14
	EUR	EUR	EUR
Revenue			
Membership Fees			
Global Service Fees	768.448	768.448	271.124
Affiliation Fees	-	-	331.374
Global Funds	146.583	146.583	209.837
SUBTOTAL	915.031	915.031	812.335
Sponsors, Donations, Grants			
Corporate	604.000	621.634	664.324
Non-corporate	-	-	-
Restricted Funds	-	31.155	31.571
SUBTOTAL	604.000	652.789	695.895
Other Revenue			
Financial & other Income	-	13.015	17.424
Restricted Funds	-	-	-
SUBTOTAL	-	13.015	17.424
TOTAL REVENUES	1.519.031	1.578.835	1.525.654
Expenditure			
Operating Fund			
Salaries and personnel	(679.654)	(702.848)	(581.908)
Training development	(12.300)	(12.950)	(11.735)
Office Costs	(58.830)	(49.463)	(56.643)
IM and BI	(300.884)	(297.064)	(313.534)
Financial Management	(29.350)	(25.209)	(26.271)
Legal expenses	(10.250)	(13.848)	(12.337)
Governance expenses	(28.965)	(27.723)	(32.183)
Meeting and conferences	(60.465)	(74.750)	(36.234)
Travel expenses	(96.500)	(123.724)	(71.706)
Additional Support	(27.500)	(24.463)	(36.692)
Alliances and Partnerships	-	-	-
Infrastructure	(8.500)	(6.763)	(11.683)
Research & Development	-	-	-
Network Audit & Control	-	-	-
Information Technology	(9.250)	(7.142)	(6.526)
Other expenditures	-	(15.019)	(5.568)
Depreciation/amort. assets	(50.000)	(29.254)	(496)
Bad debts and write-offs	-	(131.000)	12.039
SUBTOTAL	(1.372.448)	(1.541.220)	(1.191.477)
Restricted Funds			
Global Funds	(146.583)	(202.806)	(314.496)
AI Funds	-	(99.021)	(66.391)
SUBTOTAL	(146.583)	(301.827)	(380.887)
Strategic Reserves			
Extraordinary expenses IC Taiwan	-	(3.064)	(51.013)
SUBTOTAL	-	(3.064)	(51.013)
TOTAL EXPEDITURES	(1.519.031)	(1.846.111)	(1.623.377)
Excess of Revenue over Expenditure	0	(256.276)	(97.723)

Increases in expenses were due to travel of the AI team for conferences to implement the new business model and EXPA (global, regional and sub-regional conferences to prepare and support the network), to form global alliances and representation, and to engage new partners and improve current partnerships. An unexpected increment was the increase of wage taxes which contributed to overspending on HR costs.

Investments:

Two special investments to be mentioned are due to two crises that AIESEC faced this year. During the Ebola crisis in Liberia and other West African countries, AIESEC International invested in the relocation of international AIESECers that were working in Liberia and payed for their travel home. In AIESEC we help our volunteers to get them out of danger.

The second crisis was when we had to move our International Presidents Meeting from Vietnam to Cambodia, after the organizing team in Vietnam got the conference licence denied last minute before the conference. AIESEC International helped them with a loan to be able to move the conference to Cambodia, stated as financial fixed assets in the balance sheet (€207.933).

Results:

After several years of high surplus, which were reinvested into our global investment funds, the previous year and this year generated losses. Also, this year our operational budget did not end with a surplus as restructuring of our revenue sources, a net loss in the Global Investment Fund and the extraordinary investments for the International Congress in Egypt.

The overall loss of this year should not be seen as danger for the organization; it demonstrates our financial model that aims at using the surplus of one period as investment opportunity in another.

Global Network Awards

The Global Achievement
2010 - 2014
Brazil

Global Absolute
Growth
Global Citizen **Egypt**

Global Network Collaboration for
Global Citizen

Global Relative
Growth
Global Citizen **Mexico**

Brasil & Mexico

Global Absolute
Growth
Global Talent **Colombia**

Global Network Collaboration for
Global Talent

Colombia & Brazil

Global Relative
Growth
Global Talent **Ukraine**

Supervisory Group

Andrew Rizk	<i>Supervisory Group Chair CFO, Red Cross and Red Crescent Societies</i>
Jan Muehlfeit	<i>Former Chairman Microsoft Europe</i>
Phil Clothier	<i>CEO, Barrett Values Centre</i>
Carsten Sudhoff	<i>Founder and CEO, Circular Society</i>
Simon Bennett	<i>Partner, Fox Williams LLP, Solicitors</i>
Dorothy Hillenius	<i>Director of Corporate Development, ING Bank</i>
Edgard Gouveia Júnior	<i>Play The Call Visionary and Mobilizer</i>
Kivanc Onan	<i>General Manager, Turkey, Middle East & North Africa at PayPal</i>
Hannes Chopra	<i>General Director at Sberbank Strakhovanie</i>
Naila Mir	<i>Global Communications Business Partner to HR at Unilever</i>
Michael Stewart	<i>President and CEO, Europe and CIS at Edelman</i>
Tatiana Glad	<i>Co-founder Impact Hub Amsterdam</i>
Rolf Schmachtenberg	<i>Former President of AIESEC International</i>
Andrew Rowe	<i>CEO at AllMed Healthcare Management</i>
Philip Sladdin	<i>Global information leader of PwC International</i>
Aniko Magasházi	<i>PhD student</i>

AIESEC International Team 2015-2016



Arthur Chiba

Vice President
Organizational
Development



**Katarzyna
Nabrdalik**

Operations
CEE



**Victoria de
Mello**

Operations
LATAM



**Branham
Anamon**

Operations
AFRICA



**Hamza
Merzguioui**

Operations
MENA



**Marc
Chamarro**

Operations
WENA



Ardian Widjaja

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AP



**Mónica
Lombana**

Vice President
Finance



**Dasha
Axenova**

Vice President
Innovation



**Jonathan
Suárez**

Innovation



**Kasia
Kuchnowska**

Innovation



Niels Caszo

Innovation



**Gurin Pal
Singh**

Vice President
Marketing



**Dmitriy
Dubovik**

Digital Marketing



Ivana Gusic

Public
Relations



Felipe Pacheco

Vice President
IM



**Maged
Zaklama**

IM Manager



**Stephan
Luecke**

Vice President
Business
Development



Chiara Gianola

Business
Development



**Federico
Restrepo**

Business
Development



**Joanmanuel
Sanchez**

Business
Development



Mona Pan

Business
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Natalia Farfán

Business
Development



**Ana
Saldarriaga**

President
2015-2016

AIESEC Global Annual Report



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