

6 New Members

Please reach out and welcome them!

<u>Date Joined</u>	<u>Name/Email-Link</u>	<u>Company</u>	<u>Chapter</u>	<u>Phone</u>	<u>Sponsor</u>
12/3/19	Clemens Caicedo	CEO Council	Florida	908-938-3960	Adriana Tangarife
12/10/19	Esteban Cuys	Cases & Lacambra	Florida	786-702-4476	Shay Coker
12/17/19	Nicolas Eterovic	Edward Jones	Florida	305-460-9594	Ximena Banos / Shay Coker
12/18/19	Rodrigo Jacinto	Japan Tobacco Int.	Florida	305-906-0876	Shay Coker
1/14/20	Ricardo, Yunis	Trofee Consultants	Florida	954-798-1401	Clemens Caicedo
2/4/20	Leslie DaCruz	Stradeation	Florida	305-778-7899	Fred Suarez

Open Clinics to Support Members in Transition

IERG's Career Development Committee will hold monthly Open Clinics to support Members in Transition

Open Clinics will be virtual gatherings to discuss executive job search, career pivoting, and career management. Bring any questions and a willingness to discuss your own transition and/or offer advice to other Members in Transition.

Our first Open Clinic will be held on Thursday, February 13th from 2:00 to 3:00 p.m. ET with call-in instructions going out to the member base via email.

Our goal is to have at least two of the following members of the IERG Career Development Committee on each call:

- **Betty Flasch**, GPHR, Principal, Betty Flasch Consulting, Global Talent Management and Career Management Consultant, Executive Career Coach, and IERG Board Member.
- **John Chrystal**, Chief Information Officer and Founder of Intrepid Diverse Services, former IBM Global Services executive, and Head of the Career Development Committee.
- **John Lowe**, Trusted International Business Advisor, Executive Coach, and former Chief HR Executive (Hilltop Global Associates).
- **Tiffany Hardy**, Executive Resume Writer, LinkedIn Profile Strategist, and Career Advisor (Top1Resumes).

Reminder

!! Member Recruit Members !!

When have you last referred friends and colleagues to join IERG? Need a link to the application?
<http://bit.ly/2GQlOtI>

Virtual Chapter [John Hamerlinck](#)

All IERG Members are entitled and encouraged to attend the monthly VIRTUAL CHAPTER, held on the 3rd Thursday of each month. We have speakers and conversations using the ZOOM platform that helps to create an easier networking atmosphere.

Meet [James Means](#)

In my case, for the past 12 years, I've been running my own international consulting firm based here in Boston. I provide hands-on guidance and execution of commercialization plans for the healthcare industry – specifically in medical devices and equipment as well as in-vitro diagnostics. Please see www.biomentor.com

My clients have ranged from start-ups (ugh!) to large multi-national firms e.g. Stryker Corp., LivaNova, Boston Scientific International and others. Geographically my efforts cover Europe, Middle East, Latin America, Japan (in that order) and other countries except those ending with “stan”. I conduct business in English, French, Portuguese, and Spanish.

Any fellow IERG members or their associates/friends in the healthcare industry can benefit from my engagement.

The Power of the IERG network

by

[Linda Fonner](#)

I landed a new position, after being made aware of a job posting through IERG, specifically Phillip Lee:

“Linda has been appointed as the Global Chief Financial Officer of Phillips & Cohen Associates, Ltd. Wilmington, Delaware. Linda is a global finance leader and process improvement specialist most recently living and working in Bangkok as Finance Director of SE Asia and Managing Director/Singapore for a Berlin headquartered chemical company, Linda brings with her numerous certifications and over two decades worth of experience with companies in the Fortune 500, FTSE 100 and Private Equity space in such industries as pharma, banking and molten metals.”

Press Release (LinkedIn)

[Phillips & Cohen Associates, Ltd](#)

Press Releases (worldwide)

creditandcollectionnews.com

insidearm.com

Thought Leadership

Christine Baird

California has new data privacy protection law. The California Consumer Privacy Act (CCPA) went into effect on January 1st, 2020 applies to businesses that collect and/or control California residents' personal information or do business in the state of California. This new regulation gives nearly 40 million people in the state the strongest data privacy rights in the country and has many similarities with the EU GDPR. Some of the CCPA requirements include restrictions on data monetization business models, accommodating the rights of individuals to access, port, delete and control their personal data, setting up cybersecurity measures to safeguard the data, updating privacy policies and other requirements. Under the new law, the CA Attorney General can bring consumer lawsuits for data breaches and non-compliance and enact civil penalties and fines. Contact Christine Baird, CEO, at Clarus Tech Partners to find out if you need to comply with the CCPA: christine@clarustechpartners.com.

Hedley Lawson

Steve Jobs passed away in 2011, but his lessons about life, work and success still live on today. This article will highlight his “7 Rules for Success” that are as impactful today as they were during his life. <http://bit.ly/2SndUNQ>