



SCRIPT FOR COMMUNICATIONS to countries & teams

To be used as a base for communications to CILT UK & International teams & country organisations following the Manchester Convention announcement by Sir Peter Hendy, International President CILT & Paul Sainthouse, CILT UK President on June 18th

Timescale: Communications in July to September period, 2019

Background to the communication:

- Following discussions between the CILT UK Board and the CILT Trustees (International) a decision was taken by both Trustee bodies at a joint meeting on May 29th, 2019 to join up the organisations in principle.
- The detailed plans of how and when this will be done will be worked on in the July to September period later this year.
- This work will be led by Keith Newton, as Secretary General of CILT International and Kevin Richardson, as CEO of CILT UK
- The proposals will come back to the two boards for review in September and further communications will be made once steps have been agreed
- Currently we cannot be definitive on the impacts on people in CILT UK & International and are unlikely to be able to be so until later this year. We therefore need to keep people informed but not alarmed
- This script can be used to prepare communications to members globally and to staff teams

Why we are Joining Up:

Discussions have been taking place between the two Trustee bodies of the CILT UK and CILT International charities on how to prepare our organization for the next 100 years.

These discussions have been focused on the coming together of the two organisations.

These discussions have been led by the two Presidents, Sir Peter Hendy as CILT International President & Paul Sainthouse, CILT UK President in conjunction with the two executive officers of the two charities, Keith Newton, SG of International and Kevin Richardson, CEO of UK.

This is an exciting time for both staff and the broader membership, the coming together just being the start of a bright future.



The main reasons why we are looking to join up are

- We are creating the leading Global Institute for Transport & Logistics Professionals
- We are ensuring that there is a sound platform for future growth
- We are reflecting changing dynamics in our membership needs
- We will retain all that is good presently & will share best practice
- We will be clear who we are – **One Brand One Identity**

The opportunity in our centenary year is to review CILT in all of its guises in the context of a rapidly changing world and profession, with the key objective of ensuring that the Institute is in good shape and fit for purpose for the foreseeable future. Going forward it needs to be recognised as the leading 'global Institute for a global profession', deliver ever increasing stakeholder value - which includes portability of membership but still recognises the operational and educational variations between territories.

Our focus is on how we can create for the next century a global organisation that delivers value via networks, knowledge and "knowhow" for individual and corporate members across a global market. Our expectations are to create accelerated growth in worldwide membership, an increase in member value and an Institutional infrastructure that would be appropriate to these needs and an overall strategic delivery. This is not intended as a cost saving exercise - rather an enhancement of value and to allow further strategic reinvestment.

We are reviewing now how we create a pathway to

- Seeks ways to be competitively advantaged against the global competition we face as a global membership body
- Simplify and diversify our governance and administration structures within International and UK
- Bring together our financial and administrative resources to better enable increased ability to invest globally in membership services and education

We have shared our intent at the Manchester Convention in June and there described our vision and how we intend to proceed. This will involve further work & consultation with our members in the UK & Internationally, as well as our country organisations and UK & International Vice Presidents & office holders.



Questions & Answers:

Q1 Why do this now?

A1 We want to remain the most relevant and leading professional membership organisation in transport, logistics & the supply chain. This requires being aware of our competition, understanding the changing needs of our members and adopting a successful global approach in a rapidly changing world. Our centenary year is the perfect opportunity to do this.

Q2 Does this mean CILT International will be taken over by CILT UK?

A2 No, this is a coming together of the two organisations not a takeover or acquisition.

Q3 Will the interests of members and countries outside of UK be taken into account and how will the risk of International interests being subsumed under CILT UK interests be avoided?

A3 We are leading and planning this as two sets of Trustees meeting together to create an agreed plan. This ensures that these interests are brought together and discussed with the accountabilities each set of Trustees have. We plan to then consult wider on the details of the next steps so different views can be heard and we can create an effective and deliverable plan for the overall organization, CILT.

Q4 Does “simplify and diversify our governance and administration,” mean we are looking to cut out jobs and costs and that is the real exercise?

A4 There will be no short-term cost reductions. We are seeking to make this plan result in long-term increased revenue for the organisation through growing membership & education provision. There are areas where in coming together we can remove some duplication but our aim is for better value and services for members rather than simple cost reductions. We know that the governance bodies need greater diversity of membership in gender and age and we wish to create a much more effective way of working between UK and International for the future.

Q5 How does this impact a country CILT organization?

A5 The relationship of the country with CILT remains exactly as it is with the existing delegation agreements remaining in place.

Q6 Will countries notice anything different? Will we still have our own Presidents and Chairs?

A6 The relationships and governance stays the same under the charter and the byelaws so there is no changes to the country organisations & how they operate. It is the organisation as a whole that will become more joined up.



Q7 Will the bringing together of the CILT funds result in a benefit to the UK organisation rather than CILT as a whole?

A7 The Trustee bodies have a responsibility for Institute funds. Both these bodies will work in conjunction with each other but will retain their charitable responsibilities to UK and to CILT as a whole. We have an opportunity to look at ways of bringing decision making together so funding decisions are now mutually beneficial rather than being made in isolation from each other as currently happens.

Q8 How will you consult with the wider membership and the countries other than the UK?

A8 The IMC will retain its responsibility to make decisions and offer advice and ideas on behalf of each country organization. We also intend to ask a few experienced individuals from the global organisation (to include UK and other country representatives) to act as a reference group for consultative purposes.

K NEWTON & K RICHARDSON 22nd July 2019