Getting it Straight
turning stakeholders into believers

2016 Cost of Living Survey

Saint Michael’s Design
Conscious Capitalism and its effect on mobility
One of the hottest topics to have been brought forward at the EuRA conference is how to better serve millennials. This generation is having a bigger impact on our businesses and processes than any generation before them and we look forward to exploring the topic both in this issue and the next.

Although your initial instincts might have you looking at service delivery to millennials - who are just as happy booking their move online and taking matters into their own hands - they are also the fresh young faces in our offices who are driving the future of our business.

We spoke with Elisa French on who and what is driving our society’s need for a more conscious approach to business in this time of instant gratification and explore how to achieve stakeholder buy-in through corporate storytelling.

Of course the hottest topic of all is the now impending Brexit, but I must admit I have more questions than answers on this for you. Thankfully we’ve managed to speak with Mercer, who were able to allay some of the fears regarding cost of living allowances for expats to and from the UK.

I would like to take this opportunity to thank Viv Hermans of the Brilliant Relocation Centre for her many years of dedicated service on the board and her passion for the industry. Viv has decided to take a new direction in her personal and professional life and we wish her all of the very best on this exciting new adventure.

I wish you all a wonderful summer and look forward to seeing you again soon,

Isabelle Prémont
Named after the patron saint of Brussels, Michael’s Residence offers residents a taste of the jet set lifestyle in the heart of our capital. Offering stunning views over the Grand Place and Sablon, this is inner city living at its best.

It was at the request of Brussels City Council that the empty plot of land in the heart of the city was given a new residential destination, reincarnating it from its less-than-glamorous life as a car park. New ABRA member Michael’s Residence is keen to introduce the brand new property which firmly aims itself at the executive expat.

“The property was built by Bruno Erpicum, a Belgian architect with roots in Brussels,” Mariëlle van Heerewaarden, Sales & Marketing Manager for Michael’s Residence, tells us. “He’s best known for his contemporary designs and aesthetic approach to architecture, which means he is often commissioned by the European jet set to build their villas in exclusive destinations such as Ibiza and the Côte d’Azur.” His eye for design permeates even the smallest of details in the property. From the polished concrete stairwells to the brushed copper doorbells and handles, features have been carefully chosen to maximise their timeless appeal and commercial potential.

Thanks to the clever use of space even the studio apartments are a vision of light and air, although of course it’s the two bedroom corner apartments that take pride of place in Michael’s Residence. “A lot of attention has been paid by the developer to both the thermal envelope and acoustics,” continues Mariëlle. “With its floor to ceiling windows it’s important that the building is able to maintain a pleasant temperature, rather than feeling like a toaster oven because the sun has been shining on the windows all day. Equally, you don’t want to hear your neighbours walking around so soundproofing has a huge impact on your peace and quiet after a hard day’s work.”

The apartments have been fully furnished, and again, quality and craftsmanship take centre stage. The furniture by HAY is Danish modern, a style that is often referred to as humanistic: exploring the possibilities inherent in new technologies, materials and new ways of living with furniture, and the design movement that firmly placed Denmark on the global map.

For more information on Michael’s Residence, apartment availability or to make a viewing appointment, please visit: www.michaelsresidence.be
Conscious Capitalism
and its effect on global mobility

With its rousing theme ‘Social Values: Better Business’ this year’s EuRA conference promised to bring new insights into how we live and work. It will come as little surprise to you that, as a people, our standards and desires are changing. Where once we were perfectly content with the supermarket’s ‘basic’ label, we now prefer organic. We want our eggs to be free range, our vegetables to come from a local farmer and our pigs to be given the chance to frolic in the mud before becoming our breakfast bacon.

If we feel hard done by, we’re quick to share our displeasure with the world. Today’s media is abound with public relations disasters such as sackings being tweeted live through the company account and disgraced public figures who said one thing and did another altogether, effectively ending their careers.

We have a strong sense of justice and fairness and as a society, we crave a more meaningful life. This means that aligning our personal and professional values is becoming increasingly important to both our success and our happiness.

So how does this translate into the global mobility sector? As a people oriented business the majority of the relocation industry is quick to see the benefit of strong customer relations, but with a continued pressure on cost and speed it is easy to lose sight of the rest of our stakeholders’ interests.

Elisa French, partner and founder of Ceeyana, brought to life how easily and quickly we can integrate our personal philosophy into professional practice. With over 2 decades in Executive Coaching and Strategic Management behind her, Elisa is actively involved with the Relocation Professionals Coaching Program in cooperation with Oxford Brookes University and has transformed lives for a wide range of clients from small businesses to large corporations around the world.

The Conscious Capitalist

“Capitalism has served us well,” posits Elisa, “but is has come at a great cost. We now own more mobile phones than toothbrushes and our world is being disrupted at a greater speed than ever before. As consumers we have more choices, but they don’t necessarily make us happier. We don’t always feel heard or appreciated by our peers. Depression, burn-out, loneliness; they’re all signs of our time and very much on the rise.”

“Businesses need to acknowledge that it is their role to serve society, and as business people we need to see opportunity in this,” she continues. “We all prefer doing business with organisations that have a philosophy we can relate to, but it takes courage and commitment to change for good.”

“Typically organisations sense that they would like to take a more conscious approach to their day-to-day dealings, but it’s not easy turning such a big ship around. Compliance and governance are big hurdles to overcome, but we don’t realise how many easy and small things already set us on track towards creating a more fulfilling life in a better world.” Elisa adds when we catch up after the conference.

Most of us will already have made a start towards positive change without even being aware of it. Whether you’re recycling your printer cartridges or just making sure that you don’t print out every single email, taking those first steps towards instilling a more conscious approach throughout your organisation isn’t as daunting as you might expect.

Improving Lives

“For the vast majority of us money is not our driving force. Whether your company mission is to have fun along the way, to make a personal difference to the families you relocate, or to support a local charity, for most of us work involves wanting to improve life in one way or another.”

It’s finding this higher purpose that helps take your company to the next level Elisa believes. “Every organisation is different and what works for one, may not work for the
other, so ask yourself, what does conscious capitalism mean to you? What are your principles, what are your values and what do you really want to stand for? Tell me why should I work with you and not somebody else. Ask yourself how you can integrate this common purpose into your day-to-day processes and relationships, but most importantly: turn up and actually do what you have set out to do.”

**Money to be Made**

Research supports the claim that defining and working towards this common higher purpose as a person, a team and as an organisation, is the key to creating a sustainable and successful business. A study by Edelman Marketing even suggests that companies committed to conscious capitalism outperform others by a factor of 10, proving there is money to be made in adopting a more conscious approach to business. The 2012 study also showed that when price and quality are equal, 71% of consumers would not just switch brands, but even help a brand promote their product or service if there was a good cause behind them.

“These companies are not settling for the cheapest suppliers or squeezing what they can out of prices, but instead work with selected suppliers to become loyal and mutually respected partners who invest in quality and innovation,” Elisa continues. “By investing in salaries, education, health and wellbeing, staff feel validated and want to come to work. Simply allowing people to speak up, paying them well, acknowledging them and giving fulfilling work builds a committed and loyal team who will carry your message out into the world.”

**Being your Best**

Your purpose is what anchors your organisation. It’s the magnet that serves to draw in all of your stakeholders and gets them to buy into your ‘story’. From clients and contractors to individual team members, you want everyone to be on board so that you can flourish by aligning with society’s need to lead better, more conscious lives.

It’s the millennials who are driving this desire for a more sustainable future. It can be hard for management - and long-standing team members - to see the need for change. They are often perfectly happy with how things have been running, but when you hire fresh young thinkers they bring new impetus to your company culture. So ask yourself: ‘are your processes bringing out the best in every stakeholder? Does your business allow you to be the best you can be?’ and then go from there.

“Think about it. Only too often do we devote all of our energy to getting the job done, to the detriment of living up to our higher purpose. We may choose to ignore the fact that a team member’s moods affect the entire office as we believe they get the job done. Or perhaps you’re keeping on a client that really you’d rather not have, simply because they pay the bills. If you’re accepting situations that undermine who you are and what you believe in for the sake of saving time and resources, it’s bound to come back and bite you. It has a massive impact your organisation’s culture, and takes away from where you are trying to head. You really need to critically assess what type of a culture you are tolerating: it’s the life force of your organisation. If your company is all about measuring quarterly profits and quick wins, then this is what you’ll get.”

If on the other hand you can not only define your values, but really embed them you start building values such as transparency, trust, integrity, compassion, generosity, autonomy and more into your company culture. Values that have a huge impact on your performance and that create great, energetic places to work. If, for example, you were to look at employee turnover as a key performance indicator, you’re starting to think like a conscious leader.

**Creating Structure for Growth**

“When you truly start walking the talk everybody gets to play a part in making this higher purpose become a reality and becomes accountable for their individual input and actions,” says Elisa. “When everyone is seen as equal you create a culture where feedback - even the most critical - is welcomed as an opportunity for learning. Defining your values sets boundaries and creates structure for growth as well as offering the opportunity to become who you really want to be.”

Most importantly you have to check in with your values on a regular basis. Whether it’s your operating systems, your business model or your company culture, make sure you don’t stray from your path or allow yourself to become distracted by the one who shouts the loudest.

**Be the Change You Want to See**

“When we do purposeful work we treat people with trust, care, and respect, and restore the ecosystems around us. We start recognising that all aspects of our lives and the world are interconnected. We go to sleep not feeling as lonely and depleted, but happier and more fulfilled. We feel engaged with the world around us and our work environment gives us the opportunity to lead the most meaningful lives we can. That being said, it’s up to us to step out of our comfort zone as individuals as well. We all want the world to be the best place it can be and we all have a part to play in this. Yes you want your company to be the force for good, but you have to live and breathe what you stand for as a person too,” Elisa concludes.

Find Elisa’s talk on the EuRA website or visit her online at www.ceeyana.com
Getting it Straight

turning stakeholders into brand believers

Big brands have been making clever use of storytelling for decades and now finally SME’s too are starting to catch on to the benefits of making an emotional connection with their stakeholders. Sharing your vision and values has never been easier in this era of multi-media connectivity, which is why we’ve decided to explore one of 2016’s most important communications trends and discover how to make the most of what you already have.

“This machine is not a space ship; it’s a time machine. It takes us to a place where we ache to go again. It lets us travel the way a child travels: round and around and back home again to a place we know we are loved.”

The compelling ‘Mad Men’ character Don Draper, creative director at a New York advertising company, pitches a campaign for a slide carousel to Kodak. While projecting pictures of his family and reminiscing on his mentor, he smartly interweaves his personal story with Kodak’s new technology and their wish to become a household name.

In every season of the Emmy Award winning television series one pitch stands out. The common denominator is the personal experience that helps sell a product. In Don Drapers words: “Trying to establish a deeper bond with the product – it’s delicate but potent.” Or, as Peggy Olson puts it during a pitch for Burger Chef: “Every great ad tells a story.”

And although we’re referencing a drama series, the show’s appeal lies in how relatable not only the characters are, but the stories they are selling too. People tell business stories to communicate and connect with employees, customers, colleagues, partners, suppliers, and the media. Business stories differ from regular stories, in that you tell them with an objective, goal, or desired outcome in mind, rather than for entertainment.

When you tell a story well, it can create an intense, personal connection between your audience and your message. Effective stories can change our opinions, they can inspire us to achieve goals that we didn’t think were possible, and they can show us how we can change things for the better.

**Things to Sell and Stories to Tell**

“Entertainment and corporate communications have intertwined for as long as there have been things to sell and stories to tell,” writes Alan Berkson from Freshdesk in a zdnet.com blogpost.

If traditional advertising is dead, brand storytelling is experiencing a meteoric rise, proving that although times may change, human nature does not. The easiest way to someone’s heart is through a perceived personal connection. Whether it’s your ‘about us’ page, your Twitter feed, LinkedIn profile or Facebook page - even the tone of voice...
of your internal communications - your ‘story’ is what turns your stakeholders into believers. Authentic, transparent and relevant communication holds the key to your success.

Thankfully, great communication isn’t exactly rocket science. From your clients and suppliers right down to your team members, you’ve already built a relationship. Strengthening that bond is simply a matter of combining all the ingredients you already have lying around to create your narrative:

mission + vision + values + strategy = brand story

In Alan Berkson’s words: “It’s what your company stands for, and how it’s making the world a better place. It’s a story that comprises your strengths AND your weaknesses.”

According to Incite’s Summit White Paper 2016 on Corporate Storytelling “your brand story extends beyond your marketing campaign and defines your company holistically. People buy into that story, not your product. They are alienated when you don’t live up to that story, and they are increasingly loyal and passionate when you do. Customers have plenty of choice nowadays. Yours is not the only option. You want them to choose to associate with you, not the competition.”

And it’s not just customers either, employees too want to know the ‘why’ of the company they work in, they want to feel connected and inspired. Chances are you chose your employees and suppliers conscientiously and without them your business wouldn’t be the same. By making them an important part of your narrative you are able to show how much you value and appreciate them.

Start Listening

“It [storytelling] is especially useful for leaders, for example when leading people into the future, taking them through change, influencing, unifying people towards a common purpose, transmitting values, motivating and inspiring. Incorporating stories into your messages helps to develop a shared sense of identity,” says Vera Woodhead, coach and brand developer, on allthingsic.com.

Some more sound advice from Alan Berkson: “Companies and their brand managers need to come to terms with the reality that they are no longer the only voices in the conversation. It begins with listening. You need to have the right tools and processes in place to hear and, most importantly, understand the consumer and then weave them into your corporate story. [That story] needs to be infused into everything, from marketing, PR and customer service, to HR, product development.”

It’s easy to miss an opportunity to connect so you want to be both selective and aware of your approach. In order to engage your audience your message needs to be concise, memorable, understandable, differentiating. A proper strategy is key. Your story is made up of different elements and not all of those are suitable for every channel. Once you’ve formulated your story and plan of action it’s time to share your message wherever, whenever you can.

Missed Opportunities

We’ve all been there: we’ve dedicated time to keeping our lines of communication open, have raved about our great new services and special offers to clients and have shared our best photographs and most titillating insights on social media, only to find that we’ve failed to garner the reactions that we were hoping for. Our audience has failed to connect, our message has simply passed them by.

In fact, it’s your corporate storyline that ties everything together and not making use of what you already have is quite simply a missed opportunity. In order to build a dedicated following you need to make sure that your narrative holds across the many communication channels you utilise.

Messages have to reflect your vision in order to stand out from the crowd. Simply reposting interesting articles that are relevant to your field of business won’t do anymore. Where is your company’s view on the matter? Why should people care what you’re up to? What does your team have say? Get your story straight and your audience will start feeling that personal connection you’ve been seeking.

Not everyone gets away with Don Draper’s charades, but if you stay aware of pitfalls and keep it real, your story will surely be one of success.
Mercer’s 22nd annual Cost of Living Survey indicated that fears of a potential Brexit had weakened the value of the Pound against the Dollar and Euro, causing UK cities such as London and Birmingham to plummet in the rankings over the last year. With Brexit now a reality, it remains to be seen what the impact will be on the Cost of Living Allowances (CoLA) for expats to and from Britain in both the short and long term.

“While most Western European cities have remained stable in this year’s rankings, UK cities have fallen,” said Kate Fitzpatrick, a Senior International Mobility Consultant at Mercer. “However the drop is not as large as to be expected, with steep rental prices keeping UK cities up. In the past year we’ve observed strong rental accommodation prices increase in Aberdeen, and to a lesser extent in Belfast. Although there has been only a slight increase in the average rental price in London, this cost remains at the higher end of the scale when compared to cities worldwide.”

“Although the value of the Euro has remained steady against the US dollar, the Pound has fallen, largely due to Brexit fears,” explains Ellyn Karetnick, Head of International Mobility at Mercer. “But whilst currency fluctuations will always cause a major impact on costs, local conditions like high property prices can counterbalance the impact of currency movements. It is important to understand local costs when deploying employees in countries across the world and we use the Mercer International basket of goods to help calculate rankings and packages.”

Few organisations are prepared for the challenges world events have on their business, including the impact on cost of expatriate packages. This year’s survey again proves that factors including currency fluctuations, cost inflation for goods and services, and instability of accommodation prices contribute to the cost of expatriate packages for employees on international assignments.

Mercer’s survey takes into account 375 cities throughout the world; this year’s ranking includes 209 cities across five continents and measures the comparative cost of more than 200 items in each location, including housing, transportation, food, clothing, household goods, and entertainment.

According to the 2016 survey, Hong Kong tops the list of most expensive cities for expats, pushing Luanda, Angola to second position. Zurich and Singapore remain in third and fourth positions, respectively, whereas Tokyo comes in fifth, up six place from 1st year. Other cities appearing in the top 10 of costliest cities for expatriates are Shanghai (7), Geneva (8), N’Djamena (9) and Beijing. The world’s least expensive cities are Windhoek (209), Cape Town (208) and Bishkek (207).

Nathalie Constantin-Métral, Principal at Mercer with responsibility for compiling the survey ranking, said, “Despite some marked price increases across the region, several local
currencies in Europe have weakened against the US dollar which pushed a few cities down in the ranking. Additionally, other factors like recent security issues, social unrest, and concern about the economic outlook have impacted the region.”

Two European cities are among the top 10 list of most expensive cities. At number three in the global ranking, Zurich remains the most costly European city, followed by Geneva (8), down three spots from last year. The next European city in the ranking, Bern (13) is down four places from last year following the weakening of the Swiss franc against the US dollar. Several cities across Europe remained relatively steady due to the stability of the Euro against the Dollar. Paris (44), Milan (50), Vienna (54), and Rome (58) are relatively unchanged compared to last year, while Copenhagen (24) and St. Petersburg (152) stayed in the same place.

Brussels meanwhile has climbed the rankings quite significantly, coming up 16 places (from 102 to 86) this year. Nathalie Constantin-Metrâl believes the rise in utility costs in Belgium has a large part to play in this as goods and services in general increased only slightly.

When we enquired about the expected impact of the impending Brexit Kate Fitzpatrick said “Cost of living allowances are intended to help protect the purchasing power of international assignees, and can go up or down depending on inflation levels in the host location, the movement of exchange rates. Generally speaking, the requirement for any sort of cost of living adjustment increases for assignees from a location with a devalued currency (e.g. UK outbound assignees), while the reverse is true for assignees into such a location (e.g. UK inbounds), as the home country currency now goes further and therefore requires less of an adjustment to maintain purchasing power in the host location than in the past.

That said, organizations take many different approaches to the exchange rates used to calculate such allowances, the frequency with which they review them, and the thresholds at which they would make any off-cycle interventions, so there will be a range of ways for companies to manage this over the coming weeks and months. It is also important to remember that currency movements – even moderately significant ones - are not uncommon, and many multinational companies will have defined mechanisms for dealing with such volatility.”

Mercer produces individual cost of living and rental accommodation cost reports for each city surveyed. To purchase copies of individual city reports, visit: www.imercer.com/products/cost-of-living.aspx

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**Company Profile:**
With head office in Leuven, AM&PM Relocation offers relocation, settling-in and immigration support to international companies in Belgium with expatriate employees-on-the-move. To reinforce its team, AM&PM is currently looking to hire an Account Executive (location Haasrode Research Park).

**Job Profile:**
As Account Executive you are the main contact person for the Global Mobility department of your corporate clients as well as for the expat and his/her family. This position includes:

- Understanding the mobility policies of your corporate client;
- Advising the global mobility department of your clients on day-to-day international mobility and immigration issues;
- Initiating new files and taking first contact with the expat;
- Assigning missions to the Relocation Consultants in the field, coordinating, following up and providing feedback;
- Assuring consistent and timely service delivery;
- Providing back-office support to the corporate clients, expats and Relocation Consultants;
- Coordinating document collection, making and following up on work permit applications, Visa applications and town hall registrations;
- Reviewing mission related invoices and costs;
- Ensuring correct invoices are made and sent to the corporate clients;
- Keeping up with general administration and providing holiday and sick leave support.

**Offer:**
AM&PM offers a fulltime employment contract of undetermined duration, in a small but dynamic organization, operating in a niche market. As an Account Executive at AM&PM you get the opportunity to develop unique skills not to be learned elsewhere and to meet and provide meaningful assistance to people from all over the world. If you want to make a difference in somebody’s life –

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**Candidate requirements:**
No specific degree or diploma is required, but affinity with office/administrative work and an eye for detail is an absolute must. You need to be self-sufficient and able to organize your own workload, while working in a team environment. Being a successful Account Executive means that you need to:

- Speak and write Dutch, English and French very fluently (must);
- Have good communication and negotiation skills (must);
- Be tenacious, detail-oriented and meticulous in following up your ongoing files (must);
- Be extremely well organized (must);
- Be quick on your feet and flexible both in terms of working hours as in planning (must);
- Have a truck load of patience and the skin of an elephant (must);
- Have some knowledge of real-estate and/or immigration topics (preferable);
- Additional languages are a bonus (preferable).

To apply, please send your CV and cover letter to Natalie De Fillete (natalie.defillete@am-pm.be).

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The minimum annual salary required for the issue of employment authorisations and work permits type B for highly skilled or managerial personnel are adapted each year. You can find herewith the amounts which apply as from 1 January 2016.

Highly skilled personnel - From 1 January 2016, a foreign worker must earn at least 39,824 Euro gross per year in order to qualify for an employment authorisation and work permit type B as a highly skilled worker. In addition, he or she must also hold a higher education or university degree (or the equivalent).

Management personnel - The salary required for an employment authorisation and work permit type B as a manager will be at least 66,442 (or 66,441 in the Brussels region) Euro gross per year from 1 January 2016. Obviously the person in question must also actually hold a managerial position within the company.

Blue card – For the award of a European “Blue card” (i.e. a residence title which (under certain conditions) grants its beneficiary a right to a stay of longer than 3 months, while at the same time granting him the right to work) a minimum gross annual salary of 51,494 Euro is required as from 1 January 2016.

Exemption for executives working at headquarters - For foreign nationals employed at headquarters as executives or managerial personnel to benefit from the work permit exemption, from 1 January 2016 they must earn at least 66,441 Euro gross per year.

Wage elements taken into account - For the calculation of this minimum amount, all sums (gross salary, bonuses, year-end bonuses, double and single holiday allowances, etc.) and benefits in kind such as housing, car, etc. which count as remuneration for work will be taken into account, provided they are expressly included in the employment contract, with the amount specified.

Wage elements not taken into account - The allowances often granted to foreign workers to cover the additional costs that their employment abroad may involve are therefore not eligible (so-called ‘cost of living allowances’, removal costs, children’s school fees, etc.).

www.fieldfisher.com/locations/brussels
BRC becomes Gosselin Mobility

We wish to inform our valued customers and partners worldwide, that as of May 1st, 2016, Brilliant Relocation Center (BRC) will be fully integrated into Gosselin Mobility. As of that date, the brand Brilliant Relocation Center will be replaced by Gosselin Mobility.

Please note that from then on our contact details for our relocation department are:

Gosselin Mobility NV
Brucargo Building 734, 1830 Machelen - Belgium
T: 03/605 06 50 - VAT : BE 0890127 032

www.gosselinmobility.eu

AM&PM Relocation and MAP Relocations join forces

Entrepreneurs Anita Meyer, Owner and Managing Director AM&PM and Isabelle Premont, Owner and Managing Director MAP Relocations are proud to announce they are joining forces.

While AM&PM is an acknowledged household name on the Belgian market, known for their personal approach and connection with local HR mobility teams, MAP Relocations has built a firm reputation in working with and for global relocation management companies throughout the entire Benelux.

Isabelle Premont, will take the lead, managing both entities. Anita Meyer, will support Isabelle and the teams, sharing her vast experience. Their goal is to stand and grow as a committed partner in global workforce mobility, providing certainty in an increasingly complex and challenging world. Contact them to find out more:

www.am-pm.be
www.maprelocations.be

B-Aparthotels expands to Antwerp

As of this May B-Aparthotels will be offering 92 accommodations for short and long stays in Belgium’s second largest city Antwerp. Those of you who visit Antwerp on a regular basis will know the property well. A firm favourite with travellers thanks to its green gardens and easy access to the motorway, this hotel is only ten short minutes away from the city centre with its medieval streets, Renaissance monuments and vibrant nightlife. The residence is equipped with a breakfast area, fitness room, lounge bar and meeting facilities. Find out more by visiting us online:

www.b-aparthotels.com

Merit Scholarship at Bogaerts International School

Bogaerts International School situated in Waterloo will be providing a merit scholarship to an academically deserving student applying to the school in Year 11 starting September 2016. The half fee waiver (50%) will be awarded to an outstanding, hardworking, and well-deserving student looking to succeed in the IB Diploma Programme. Students applying for the scholarship must write to admissions@bischool.com for more information on the application process.

www.bischool.com

ISF Waterloo to open a crèche in Autumn 2016

ISF Waterloo will open a crèche in its premises in Chaussee de Waterloo 280 this Autumn. The exact date is still to be confirmed. The crèche will be trilingual (English/Dutch/French) giving families an opportunity to choose the language they wish their child to be spoken to.

The crèche will be located in the existing Pre-School building following extensive renovations during the summer. This purpose built area will be based on Dr. Karen Dobkins’ research on the effects of the sensory environment on visual development and mental well-being of infants. Dr Dobkins is a Psychology Professor at the University of California in San Diego, and heads up the Infant Vision Laboratory. (infantvisionlab.ucsd.edu).

St John’s students break school records

The St. John’s Track & Field team, only 19 athletes strong, pulled off some surprises at the ISSTs in Hillingdon last week. In total, 24 individual medals were won, 9 school records were broken and 4 athletes medalled in each event they participated in! The team came 3rd overall, out of 12 schools and behind American School in London and ACS Cobham, and the JV Girls team won 1st place.

www.stjohns.be
St Paul’s British Primary School in Belgium

St Paul’s British Primary School, Brussels, is celebrating a major anniversary this year - its 40th birthday since being established itself as British Primary and 10 years since the school was re-invented as St Paul’s British Primary School. They have been holding celebratory events throughout the year including a big birthday bash for the children, a knees-up dance party for parents and an afternoon champagne reception for invited dignitaries.

“Being 40 years ‘old’, ascribes a certain amount of collective wisdom to the school and its staff along with a sense of trust and respect that we are able to care for and value every child who comes to this school. However, being 10 years ‘young’ creates an expectation of the exuberance of youth with the ability to be agile and flexible and able to respond to an ever changing world. And so we are able to celebrate both anniversaries this year in a way that shows how our age and youth complement each other to make this school the truly wonderful place of learning that it is.”

www.stpaulsbps.com

New HQ and team member for Relocation Belgium

As of September 2016 Relocation Belgium’s new head office will be located in Ghent. Telephone numbers and email addresses remain unchanged, the new postal address will be: Leopold II laan 12, 9000 Gent.

Relocation Coordinator Ingrid De Wilde joined the Relocation Belgium team earlier this year and is looking forward to helping you coordinate your relocations.

www.relocationbelgium.com

New website for KBC Brussels

KBC Brussels is happy to share its brand new website. Says Daniël Poelman, Business Partner Expats, “As our special focus goes to the internationals in Brussels, the website widely covers their needs.”


A greener view at Thon Residence Florence

The Thon Residence Florence, located on the prestigious Avenue Louise, proposes fully furnished and equipped apartments and is pleased to also offer to its clients the opportunity to relax in its new garden.

www.thonhotels.com/residenceflorence

St Paul’s British Primary School in Belgium

celebrates 40th anniversary

www.ceran.com

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- one week of residential immersion and get a 300 € discount.
- two weeks and the second week is half price!

The CERAN JUNIOR language immersion courses begin on Sunday 26th June and end on Saturday 27th August 2016. The courses are run in English, Dutch, German and French at any of the following centres: CERAN JUNIORS BELGIUM, CERAN JUNIORS UK or CERAN JUNIORS FRANCE. Offer subject to conditions. Contact us and mention code AMAZING SUMMER RELOCATE.
This year’s EuRA Conference hosted no less than 650 delegates from 64 countries and three territories around the world. Despite the beautiful weather and surroundings delegates could be found in back-to-back meetings throughout the week. It was standing room only at most of the talks, sessions and addresses under this year’s theme “Social Values: Better Business”. And after a long day’s work delegates were able to let their hair down at Thursday’s Cocktail & Gala Dinner and the Friday Night Closing Party. The Charity Auction raised a record-breaking €25,000 for local organisation “The Inspire Foundation”. Put names to faces by visiting our online photo album. You can also find more pics and view the session recordings by visiting the EuRA website.
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