

## Euler Hermes shares best practice with innovative CEO job swap program

**PARIS – 2 April 2013** – [Euler Hermes](#), the leading global [trade credit insurer](#), recently launched an innovative senior executive development program in which six regional CEOs exchanged offices and responsibilities for one week.

“We created the job swap program to enable our executives to stretch themselves, take a step back from daily responsibilities, gain a better understanding of different markets and exchange best practices,” explained Bernd Lehmann, Euler Hermes group head of [Human Resources](#). “The program is also designed to foster collaboration and networking globally and to catalyze innovation.”

The first six participants – regional CEOs of the Americas, Asia-Pacific, France, Germany-Austria-Switzerland, Northern Europe and Euler Hermes World Agency – were supported with an integrated series of “homework” for completion before, during and after the assignment:

- Before: Study the business in the new region (business briefings, project overviews, etc.)
- During: Attend business meetings, contribute to day to day challenges, meet local team members, visit clients, communicate internally (photos, blogs...)
- After: Share impressions, discuss learnings, identify and implement best practice transfers to home regions, propose changes useful to the host business.

Following positive feedback from the CEOs, Euler Hermes will expand the job swap program across a wider range of roles and responsibilities.

“In addition to creating a nimble organization that serves clients well, we want to make Euler Hermes a great workplace for our employees,” said Lehmann. “Programs like the job swap offer them personal growth opportunities and develop valuable qualities like creativity, ownership, performance orientation and proactivity.”

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