



[www.igc-controlling.org](http://www.igc-controlling.org)

## **International Group of Controlling**

**Dear IGC-Members!**

We hope this newsletter finds you well. We are pleased to send you the most recent information from IGC and look forward to meeting you at the general assembly in Milan.

**Klaus Eismayer, Ronald Gleich, Heimo Losbichler, Klaus Möller, Rita Niedermayr  
Management Board of IGC**

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### **1.) IGC Inside**

#### **IGC Quality Label**

We are proud to announce that our distinguished member "Controller Institut GmbH" successfully completed the recertification process for its programme "Certified Controller – Das Controlling Stufenprogramm".

#### **NPO-Controlling**

The English version of the IGC standard for effective NPO-controlling is available on our website in "Downloads".

#### **Download for Members (members only):**

<https://www.igc-controlling.org/downloads/downloads-for-members.html>

here you find for example the file of the German edition of Controlling-Prozessmodell 2.0., which is just available in paper at the moment, for your use. The English edition will follow as soon as we are allowed to publish it online.

username: igc  
password: igc-2016

#### **Financial Statements 2018 and Budget 2019**

2018 was another good year for IGC. Please see the financial statements and the auditor's report in the attachments (members only).

#### **General Assembly**

We are looking forward to IGC's most important event of the year, the annual meeting and general assembly. This takes place in Milan on May 25<sup>th</sup> and will be hosted by our valued member Giorgio Cinciripini. Don't miss the opportunity to shape the future of controlling, to engage in discussions, to meet friends, establish new contacts, and enjoy Milan!



Major items on this year's agenda and presentations:

- Digital Transformation
- RPA - Robotic Process Automation
- IGC's Digital Platform – Concept and Demo

We look forward to welcoming you at our annual meeting! **Please return your registration using the enclosed form until 15<sup>th</sup> April per email to Elke Schlemmer.**

### New Members

We are very proud to announce that Akademia Controllingu Sp. z o.o., Poznań Polen, represented by Dr. Tomasz M. Zieliński became a new member.

### 2.) Interview

In this issue we provide insights into the financial management and controlling at Swarovski. Prof. Dr. Klaus Möller interviews Reto Andreoli, Global Vice President Corporate Controlling at Swarovski (members only).

### 3.) Trends and Studies

Standard reporting tools are no longer able to handle the gradually increasing amount of big data and do not provide sufficient analytical capabilities. The use of visual analytics can be beneficial for organizations that seek to draw deeper insights from their reports.

### 4.) Literature Review

In business controlling should lead to the accomplishment of goals. Thus, many companies link pay to performance and embrace compensation plans that should direct employees behavior toward corporate goals and reward only those behaviors that lead to accomplishing goals. No doubt people pay attention when it comes to their own pocket books, but does pay to performance really motivate employees to perform at a higher level? The empirical data relating to performance-based pay systems is equivocal. Critics argue that performance-based pay does not lead to enduring change in behavior, it treats symptoms rather than causes, and reduces risk-taking and triggers the attempt to introduce budgetary slack. The current literature review recommends three distinguished books on this important subject (members only).

- Why Motivating People Doesn't Work . . . and What Does, Susan Fowler
- Drive - The Surprising Truth About What Motivates Us, Daniel H. Pink
- The Progress Principle - Using Small Wins to Ignite Joy, Engagement, and Creativity at Work, Teresa Amabile and Steven Kramer

### 5.) Articles

Successful controlling very much depends on the behavior of managers and controllers. In this issue we want to draw your attention to the article "Outcomes of Behavioral Finance onto Controlling and Accounting" that discusses the outcomes of modern behavioral finance onto corporate controlling and accounting (members only).

### 6.) Important Dates

#### IGC-Meetings:

#### 2019

May 24 <sup>th</sup> 2019	Board Meeting Milan
May 25 <sup>th</sup> 2019	General Assembly Milan
Oct 16 <sup>th</sup> 2019	Board Meeting, telephone conference
Jan 13 <sup>th</sup> 2020	Board Meeting, Vienna

Conferences offered by our members  
(please let us know your most important conferences for the next newsletter)

- April 25-26 18. Adriatic Controlling Conference, Park Postojna Cave, Slovenia  
<https://www.icv-controlling.com/de/events/regionalveranstaltungen/acc-adriatic-controlling-conference-slovenia-si.html>
- May 13-14 Controller Congress, ICV, Munich <https://www.icv-controlling.com/en/events/controller-congress-munich-ger.html>
- June 15-16 IMA's Annual Conference & Expo, San Diego, USA  
<https://www.imaconference.org/event/8801082c-b909-4c03-990b-57db631a4f86/summary?5S%2CM3%2C8801082c-b909-4c03-990b-57db631a4f86=>
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This quality label is awarded by the IGC International Group of Controlling after thorough examinations. It confirms that a programme under this label corresponds with the IGC quality standards.

**International Group of Controlling**