



SENIOR MANAGEMENT TEAM MEETING

11 September 2024

DRAFT MINUTES

Participants

Stephanie Blenckner, Florian Krampe, Kristina Sandberg, Dan Smith, Charlotta Sparre, Luc van de Goor

Absent

Sibylle Bauer

Note-taker

Sepideh Soltaninia

Format

Hybrid meeting

1. Minutes

- SMT approved the minutes of the 4 September meeting.

2. All Staff Home Day follow-up: Critical questions

- SMT discussed feedback Steph and Caspar received during their 'Talking points on critical questions' discussions at the Home Day.
- Steph noted that:
 - o All groups welcomed the opportunity to update themselves on SIPRI's role and media relations.
 - o Colleagues appreciated the talking points document.
 - o Colleagues said they would like to hear more about how the SMT reaches decisions.
 - o Colleagues would like to hear from each other on how to handle and correctly frame sensitive contexts and situations to avoid minefields.
 - o Steph and Caspar reminded colleagues that the diversity of voices at SIPRI is an asset if it is respectful in tone and informed by one's professional competence.
- SMT noted the following action items emerging from Steph and Caspar's discussions:
 - o Media training open to all staff to be held every two months and should include information on difficult questions generally (e.g., on panels).
 - o Encourage staff to contribute in various formats to current debates based on their professional competence.
 - o More in-house discussions on substantive issues, hot topics and sharing of research. SMT discussed the possibility of exploring 'minefield issues' at future Monday morning staff meetings.

- Staff are reminded that, in any space where they represent SIPRI, what they speak about and what they say must be based on their professional competence.

3. HR issues

- Staff are reminded about the posting for a new Director. The closing date for applications is 13 October.

4. AOB

- SMT discussed the new leadership appointments at the Swedish MFA.

5. Executive session

- N/A

Action items:

- Outreach to organize media training every two months.
- SMT to explore discussion of 'minefield issues' at Monday morning staff meetings.
- Sepideh to update draft Environmental policy based on SMT's discussion (from 28 August meeting).

Follow-up items:

- Potential programme on foresight
- Traineeship
- Moving allowances
- Staff Home Day follow-up
- Staff nationalities on SIPRI website and in publication bios
- Legal expertise