

## SENIOR MANAGEMENT TEAM MEETING

14 November 2025

### MINUTES

#### Participants

Sibylle Bauer, Stephanie Blenckner, Luc van de Goor, Karim Haggag, Florian Krampe, Kristina Sandberg, Charlotta Sparre

#### Note-taker

Sepideh Soltaninia

#### Format

Virtual meeting

#### **1. Minutes**

- SMT has yet to approve the minutes of the 29 October meeting.

#### **2. Future of the event organization at SIPRI**

- SMT discussed the future of event organization at SIPRI given Martina and Mimmi's upcoming departures. SMT will share their thoughts in writing to Stephanie who will circulate a new memo ahead of next week's SMT meeting.

#### **3. Multilateral peace operations data launch**

- SMT discussed the multilateral peace operations data launch. This will be discussed further at a separate meeting.

#### **4. Report back**

##### **a. Sweden**

- SIPRI's application for the 2026 Strategic Grant must now be submitted to the Swedish MFA, at the latest, on 20 November. Luc and Florian are drafting the concept note accordingly and the Director's Office is working on the formal application. Unfortunately, due to the urgency of the request and the last-minute change in the timeline for the application, drafting of the application cannot be done as inclusively as previously planned.

#### **5. Due Diligence**

- N/A

## **6. AOB**

- SMT agreed that only four applications should be submitted for the Carnegie Corporation's call for applications.

## **7. Executive session**

- N/A

### **Action items:**

- SMT to share feedback on the future of event organization at SIPRI with Stephanie by COB 17 November.
- Kristina to look into a location for the January SMT Away Day (from 29/10 minutes).
- HR to collect feedback on the work environment training and identify follow-up actions for the next SMT meeting (from 15/10 minutes).

### **Follow-up items:**

- Discussion on the future of events (19/11 meeting)
- Discussion on language for publications
- SMT to look into models for flexibilities for RA positions (later).
- SMT to have a strategic discussion on SIPRI Associates in November or December, including on diversity, need for due diligence and ensuring associates' active involvement.