



SENIOR MANAGEMENT TEAM MEETING

19 November 2025

MINUTES

Participants

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

Clarisa Fuentes (item 4 only), Claire McAllister (item 4a only)

Note-taker

Sepideh Soltaninia

Format

In-person meeting

1. Minutes

- SMT has yet to approve the minutes of the 14 November meeting.

2. Upcoming events and delegation visits

- SMT reviewed upcoming events and delegation visits until the end of January 2026. It was noted that the Ukraine scenarios exercise, funded by the Strategic Grant, will now take place next year. A planning meeting with FBA and Sida will take place in December.
- Steph will discuss internally and let SMT know at its next meeting how best to share and update the list of upcoming events and delegation visits in the future.

3. Risk register

- SIPRI discussed the draft 2026 risk register, prepared by Kristina. SMT will share comments, in writing, to Kristina by 26 November. The register will be discussed at the next meeting.

4. HR issues

a. Forum team

- SMT discussed staffing for the organization of the Forum. This will be discussed at the next Cooperation Group meeting.

b. Future of the event organization at SIPRI

- SMT continued its discussion on the future of events management at SIPRI. SMT colleagues were reminded to share their comments on a memo circulated by Steph, in writing, by 26 November. Another discussion will also take place at the next SMT meeting.

c. Feedback on the work environment training

- HR shared feedback from the work environment training for managers held on 14 and 21 October. Colleagues noted that the training was very good and that they would like greater leadership development training.
- HR is exploring how to continuously provide the training course, including to new managers.
- HR is now working on the delegation of work environment tasks.

5. Due Diligence

- N/A

6. AOB

- N/A

7. Executive session

- N/A

Action items:

- SMT to share feedback on the future of event organization at SIPRI with Stephanie by COB 26 November.
- SMT to share feedback on the 2026 risk register by COB 26 November.

Follow-up items:

- Finalization on the future of events (28/11 meeting)
- Finalization of the risk register (28/11 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.