



The Future is a Turnkey Solution

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Executive Search has always been the preferred and advised methodology for seeking the best executives. Aside from normal recruitment, it stands out to find the person that not only brings the right skills, but also the right character, balance of past achievement and future ambition to improve an organisation's business.

However, as we sit here in 2007, midst globalisation, a shifting in the locations of particular skills and production centres and a generational shift at the top of business, is this traditional model of search enough?

Increasingly we find, as executive search consultants that we are being asked for more. In one of the most competitive industries in the world, we have to deliver.

It is not now a question, for an international company, of whom to hire, but where to hire them. When considering the issue of location, this is not necessarily to say that the client will also have an office in this location. So now advice must be given about offices, the local market and further to advise on local business connections and customs.

Executive search has gone beyond its traditional roots. It now has to be a fully fledged management consultancy service. However, search cannot justify itself with McKinsey dialect and radical initiatives like other consultancy services, it provides the answers to companies about questions that cannot be answered internally. The results of the advice given by Executive Search are transparent and traceable to the mouth that uttered them.

It would seem that the future is bright for Executive Search as a service, however the future of the industry is with the companies that are internationally mobile and connected globally. For a long time, people have said that biggest isn't always best, however in this case this is only partly true. The wider the spread of Global offices, the more service an organisation can give its clients. However, this will be a false benefit if the various parts do not work in a cohesive and uniform fashion and the partners have not been properly selected to be able to provide the "turnkey" service that will be asked of them by even the less demanding clients.

Local heroes and multinational giants there may be at the moment, however relationships will pass with the senior partners, and to maintain a business Search firms will need to differentiate themselves by having the resources to give the right answers. In the same way, and because of all of the above reasons, Clients of search firms must select their Search partner with all of their needs in mind. Only then can they gain the competitive advantage they desire from the money that they spend.

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