

## Innovative Approach Succeeds in Unforgiving Times

**03.12.2009:** *Flexible, agile and creative: entrepreneurial traits lead to growth in a contracting recruitment market.*

While many global search firms and networks are still struggling with the low recruitment activity level, IRC Global Executive Search Partners continues to grow and thrive. While the recruitment industry recorded a 50 per cent (or more) drop in business in 2008/9, IRC Global Executive Search Partners are getting kudos.

### What's their secret?

IRC member firms are:

- Well-established, high-touch companies, where clients deal with owners, not managers, which provides the level of counsel and service needed to get through the tough times.
- Principals of member firms are entrepreneurs, with business experience, and have weathered many economic ups and downs.
- Commitment to reinvest in business.
- Slow times are utilized for staff and client relationship development – meaning the companies are well positioned when the market rebounds.
- Creativity of thought, agility and entrepreneurial natures allow quick responses to new opportunities and challenges – from new client acquisition, development of ancillary services to augment business, and innovative global partnerships.

### Global reach and relevance

As evidenced in its October 2009 annual meeting\* in San Diego, USA, IRC Global Executive Search Partners has global experience, caliber and relevance. Significant changes marked IRC Global Executive Search Partners' evolution from a European-centered membership and Board to a truly global membership and diverse Board with representation from every corner of the world. Significant Board elections changes include Monica Yan (Singapore) and Hamilton Teixeira (Brazil) appointed as new Board members – joining Ricardo Barckhahn (Spain) and Pankaj Dutt (India). Mathias Friedrichs (Germany) stepped down as President and Jan Holmstrom (Finland) retired from the Board but remains involved as Treasurer. Sylvia MacArthur (Canada) was voted in as the new President for IRC Global Executive Search Partners' Board.

Six new members include Wall Executive Search (Japan), Active Human Capital Group (United Kingdom), The Executive Network (Western Canada), Insight Group (Australia), HR Consulting (Ukraine) and Lisberg (Denmark).

Within 15 years, IRC Global Executive Search Partners alliance has grown to provide services in over 50 cities, in 25+ countries, to an enviable roster of fortune 500 companies. Ranking within the largest 15 firms globally (according to Search Consult magazine), the focus is not on being the biggest, but on being the best.\* Annual conference in San Diego, at the Westin Gaslamp Hotel October 8th & 9th, with corporate partners from than 30 countries.

### **About IRC Global Executive Search Partners**

IRC Global Executive Search Partners is a market leader in the global executive search industry with a track record of over 20,000 completed assignments for 1,000+ clients in almost every conceivable industry segment and functions. Our clients range from large multinationals to middle market companies that enjoy the advantage of working with leading local firms around the globe, providing them access to expert local market knowledge, the agility and commitment of owner operated firms and the global reach of a strong alliance.

With a growing roster of leading executive search firms across Europe, the Americas, Asia and Australia, IRC Global Executive Search Partners has over 200 accomplished executive search professionals. Ranked amongst the world's 15 largest retained search firms, IRC Global Executive Search Partners has been providing consistent and high-performance executive search solutions to its clients for the past fifteen years.