



Association of Executive Search Consultants

The Worldwide Association for Retained Executive Search Consulting Firms

A Clients' Perspective of Executive Search in France

In 2010, the Association of Executive Search Consultants (AESC) - in collaboration with its French members - surveyed 140 clients of executive search in France to discover the latest thinking on retained executive search services from the users point of view. The majority of respondents (84%) work for International organisations; 70% are senior human resources professionals and 17% are CEOs.

Individual Consultant's Reputation Vital to Executive Search in France

HIGHLIGHTS

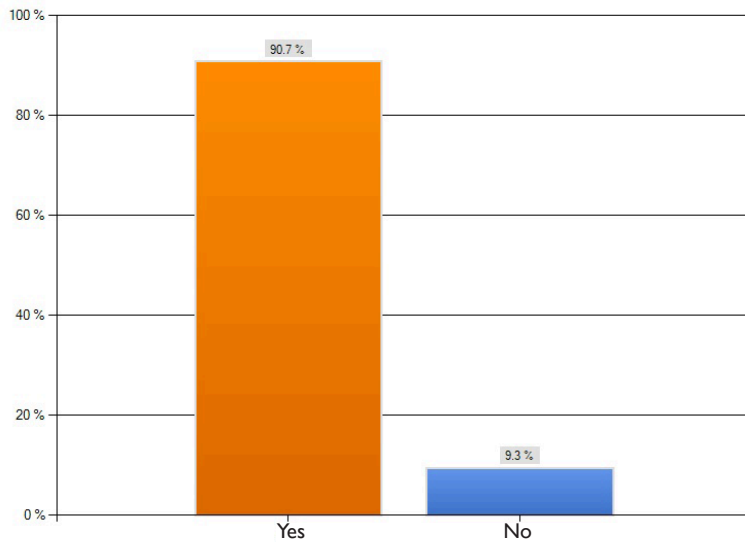
Findings revealed that clients of executive search rate the individual search consultant's reputation and methodology as the most important criteria when choosing an executive search firm, rather than the profile of the search firm itself. Read on for highlights (full data on pages 2-11).

- The majority of HR professionals (65%) engage the services of executive search partners for between 1 and 5 assignments per year.
- After the individual search consultants reputation and methodology, the next most valuable asset when choosing a search firm is the insurance of ethical and professional consulting; the cornerstones of AESC membership.
- The number one reason why organisations partner with retained executive search firms is to gain access to a broader talent pool and a diverse slate of candidates.
- Over half the hiring professionals surveyed work with multiple executive search firms as long-term consulting partners.
- 57% of HR managers say that their choice of search partner varies (in terms of size/structure) depending on the position and circumstances.
- The majority of hiring professionals would like to build longer-term relationships with executive search firms.
- 99% of HR professionals surveyed are happy, or somewhat happy, with their relationships with executive search firms.
- Executive coaching is the most popular value added service.
- French HR managers most commonly choose to work with search firms based in France, after which they look to retain partners in other European countries (outside of France and the UK).



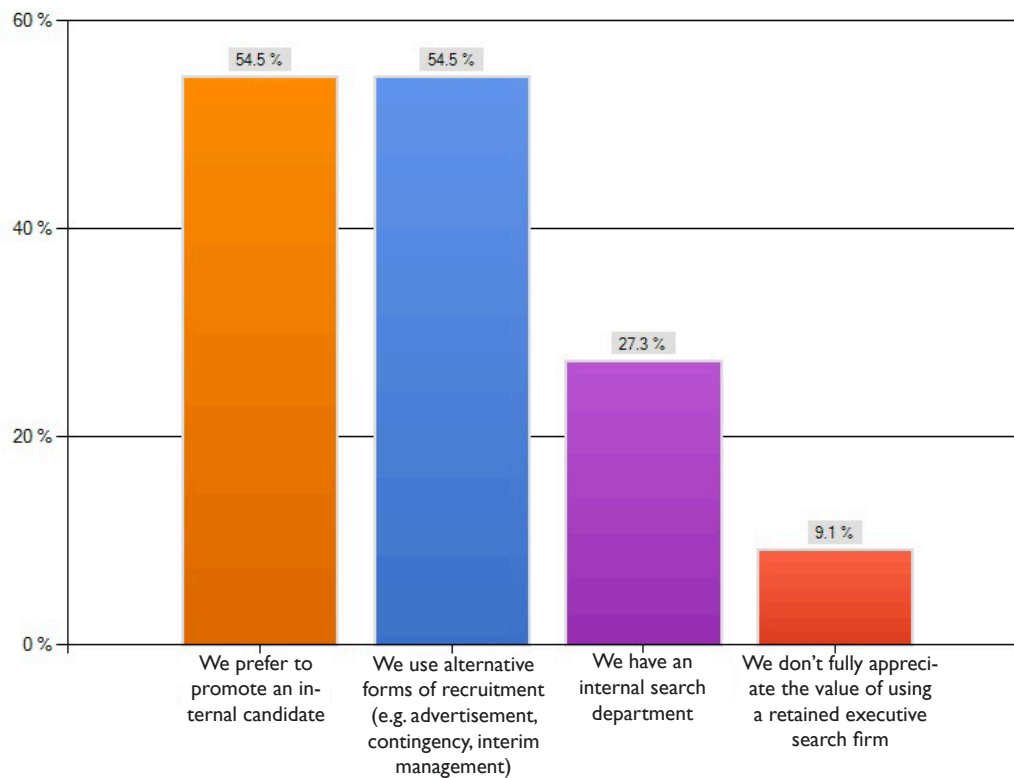
91% of French hiring professionals surveyed report that their organisation uses the services of retained executive search firms.

Does your organisation use the services of retained executive search firms?



Of the 9% of organisations not using the services of retained executive search firms, the lack of use is mainly due to a preference to hire from within and to use other recruitment methods, such as advertisement, interim management and contingency.

Why doesn't your organisation use the services of retained executive search firms? *



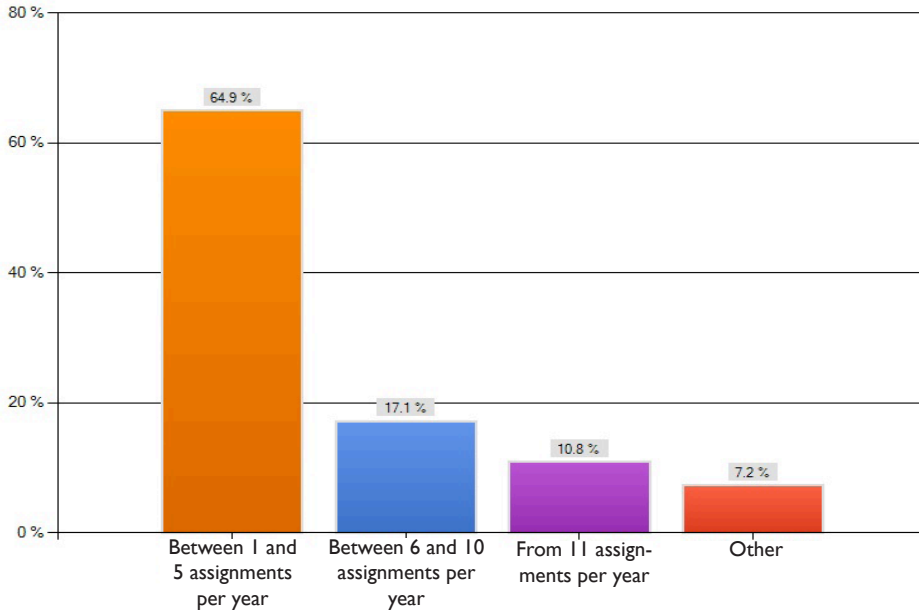
* Respondents asked to select all choices that apply

FREQUENCY OF ASSIGNMENTS

The majority (65%) of organisations using external executive search partners engage their services for between 1 and 5 assignments per year.

The second most common frequency is between 6 and 10 assignments per year (17% of respondents).

How often do you use the services of retained executive search firms in France?

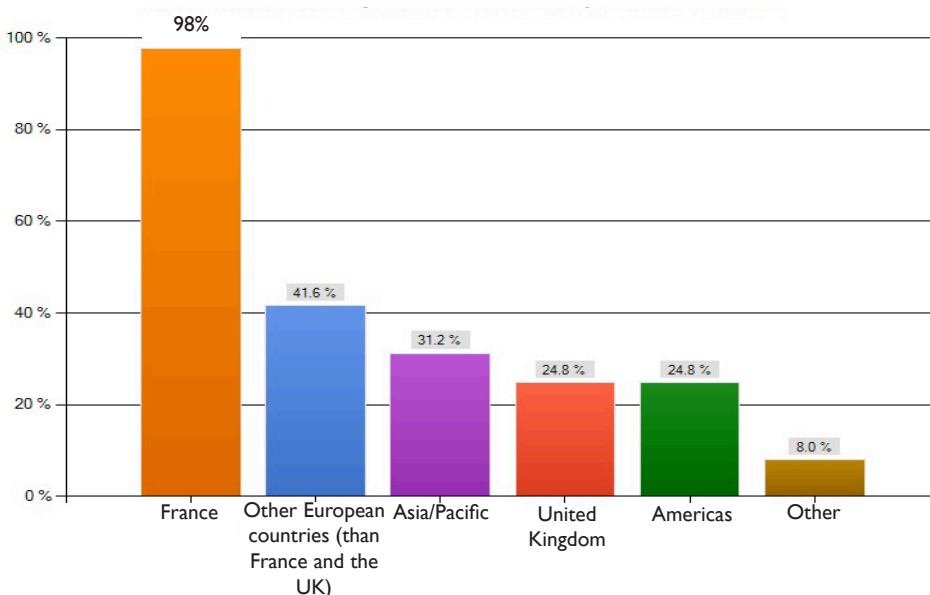


LOCATION OF SEARCH PARTNERS

98% of French HR executives work with France based executive search partners.

Other European countries (than France and the UK) is the next most likely location for French hiring managers to locate executive search partners (42%).

Where are your executive search partners located? *

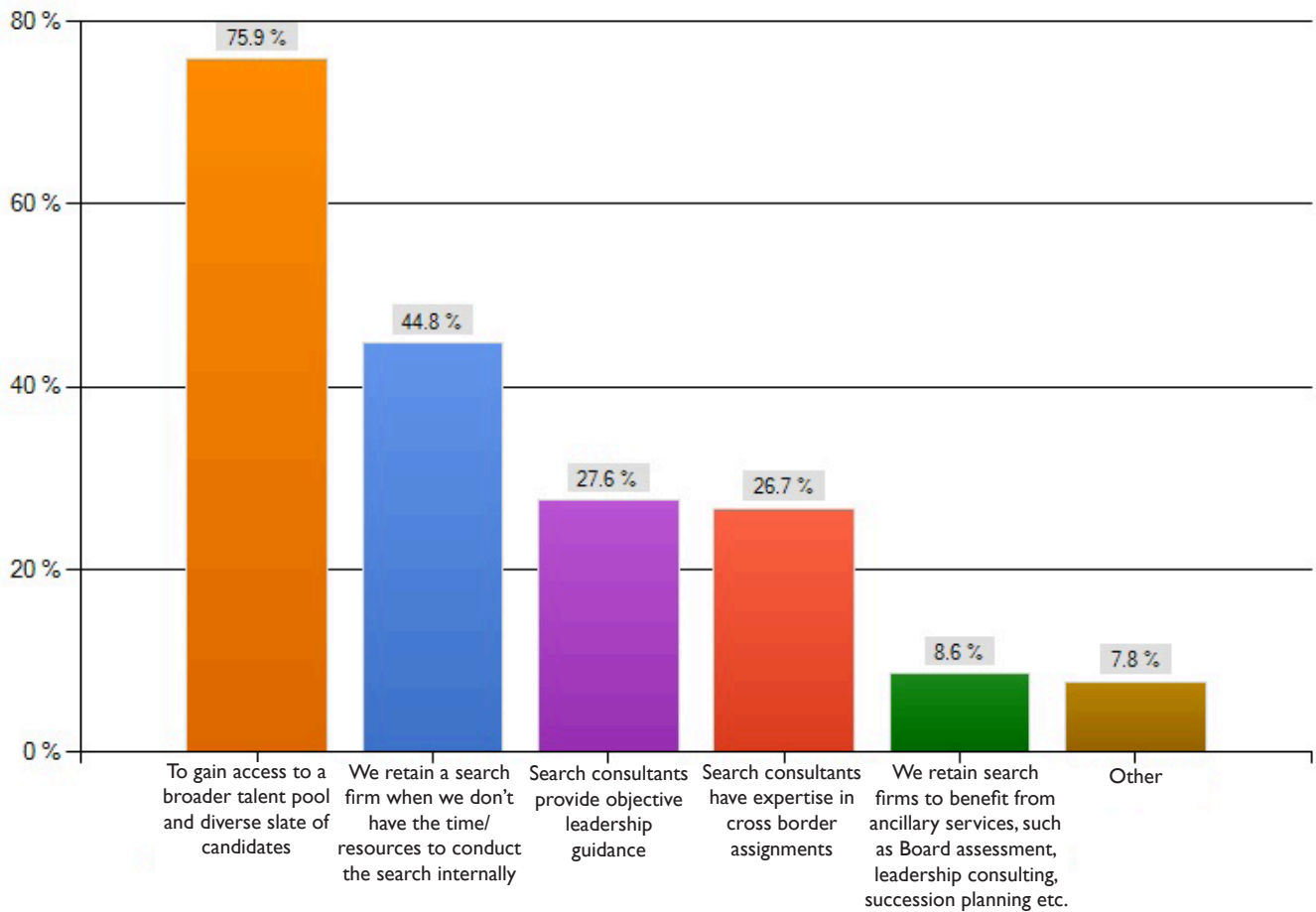


* Respondents asked to select all choices that apply

The top reason for partnering with executive search firms is to gain access to a broader talent pool and diverse slate of candidates.

The second key reason for hiring professionals to retain a search firm is in cases where they are lacking the time and resources to conduct the search internally.

Please indicate why you choose to work with executive search firms for the recruitment of senior executive positions. *

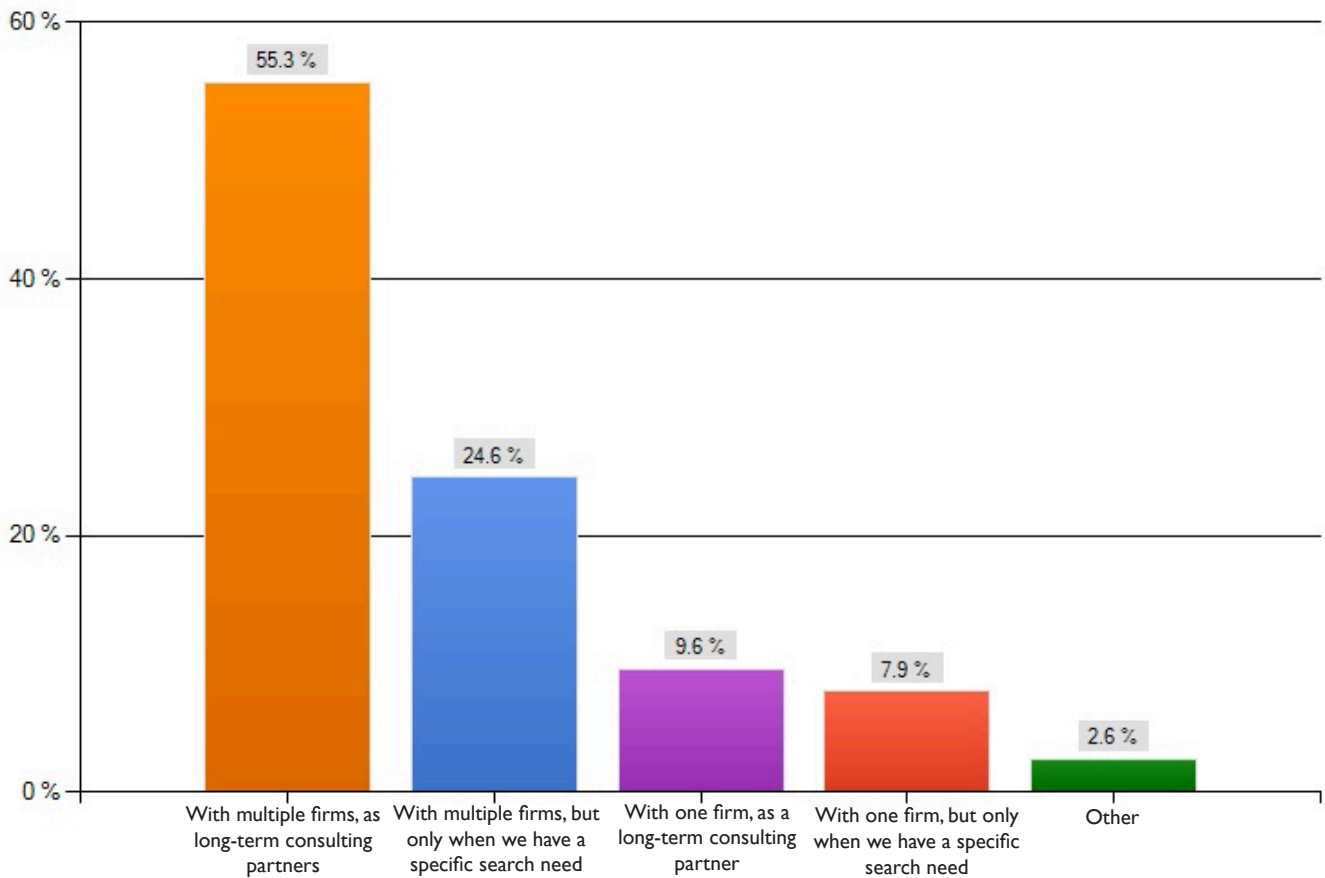


* Respondents asked to select top two choices

Over half the HR professionals surveyed report that their organisation works with multiple executive search firms as long-term consulting partners.

A quarter choose to work with multiple firms, but only when they have a specific search need.

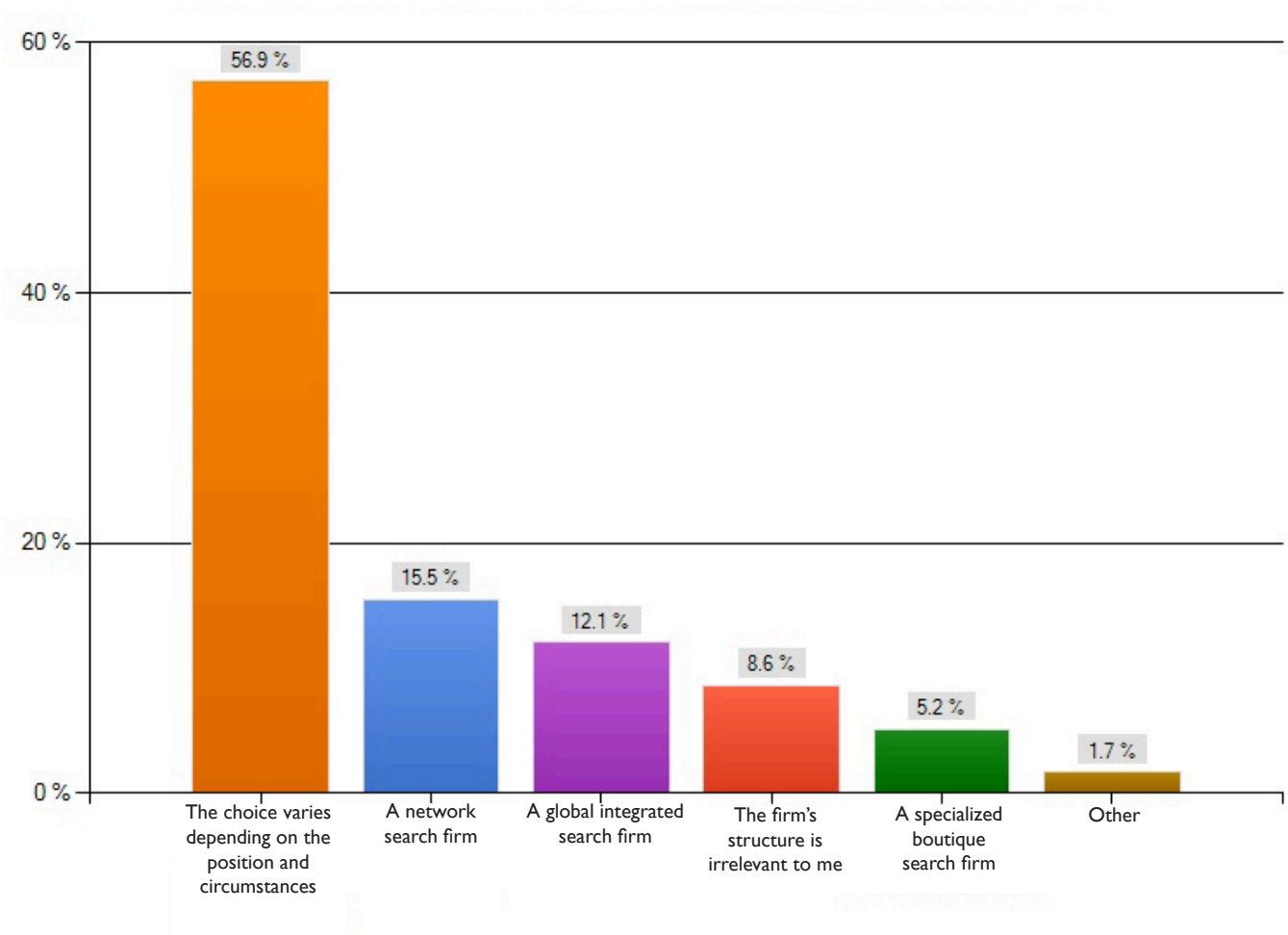
How do you work with retained executive search firms?



57% of hiring professionals say that their choice of search partner varies (in terms of the size and structure of the search firm) depending on the position and circumstances.

16% prefer to work with a network search firm.

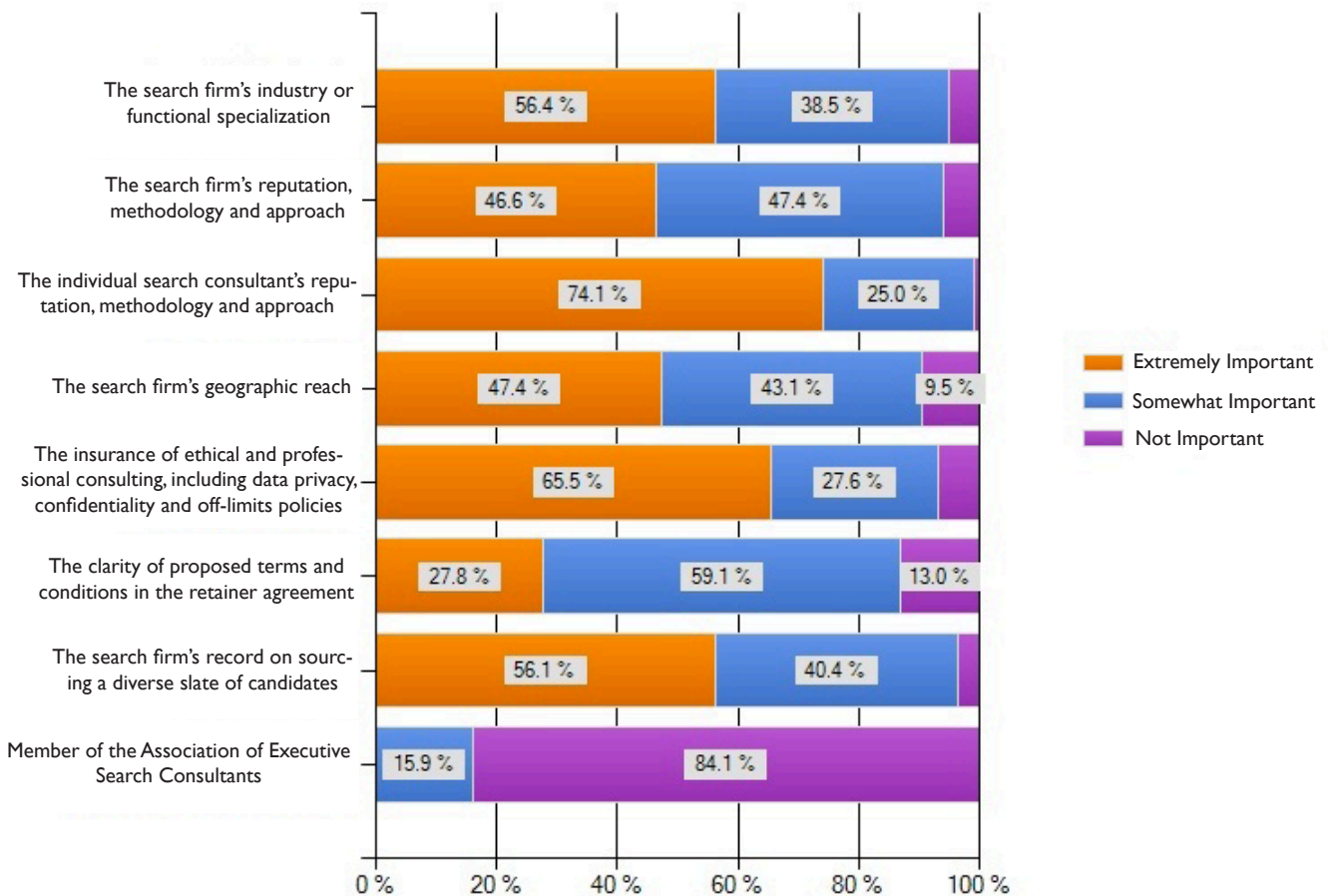
When selecting an executive search firm, do you prefer to partner with:



The number one priority for hiring professionals when choosing a search firm is the individual search consultant’s reputation and methodology, voted by 74% as extremely important.

The next most valuable asset for clients of executive search is the insurance of ethical and professional consulting, including data privacy, confidentiality and off-limits policies; these are the cornerstones of AESC membership - yet not directly acknowledged by survey respondents.

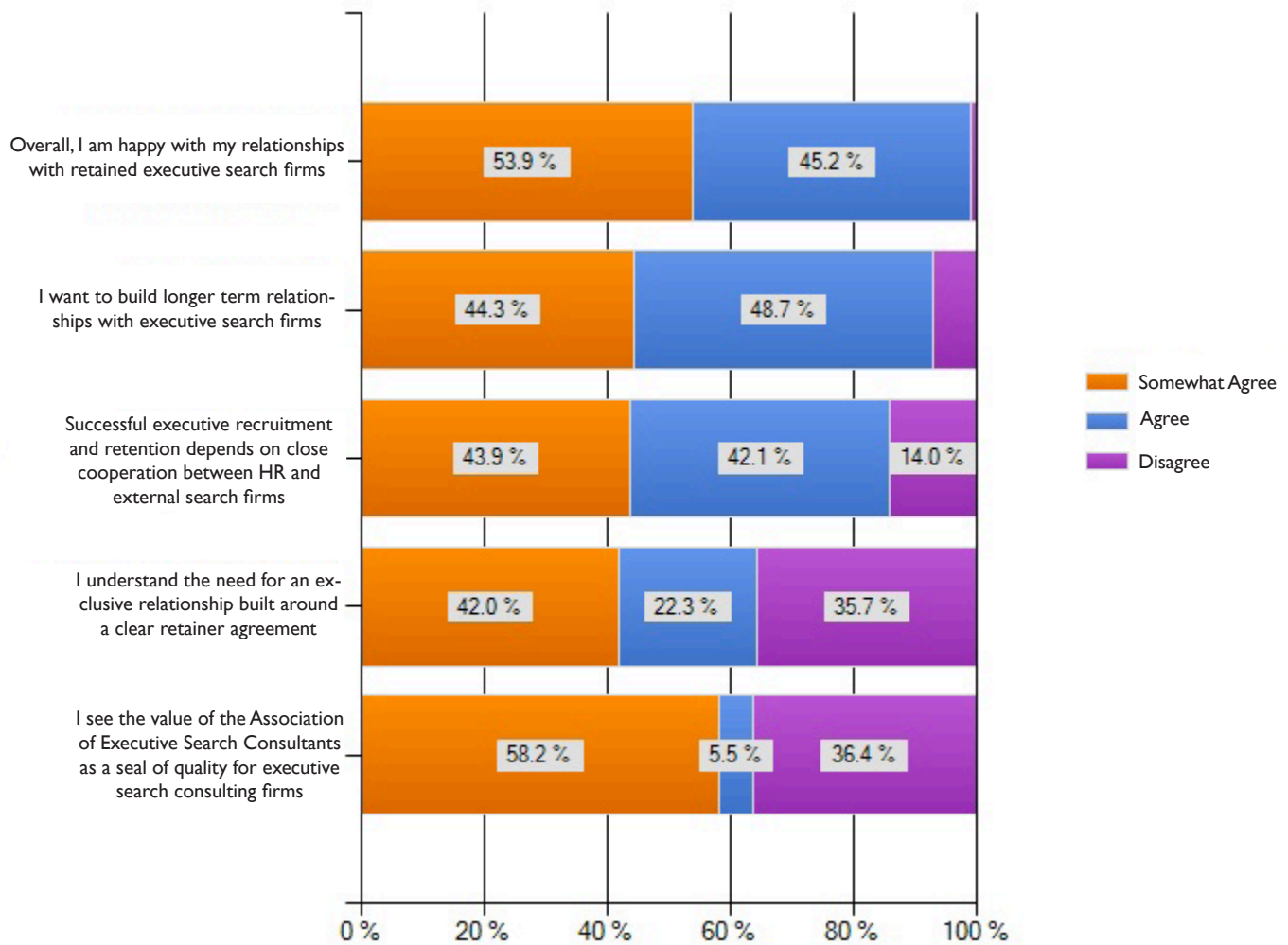
Please indicate how important each of the following criteria are in selecting a retained executive search firm:



93% of hiring professionals surveyed agree, or somewhat agree, that they would like to build longer term relationships with executive search firms.

99% agree, or somewhat agree, that they are happy with their relationships with executive search firms.

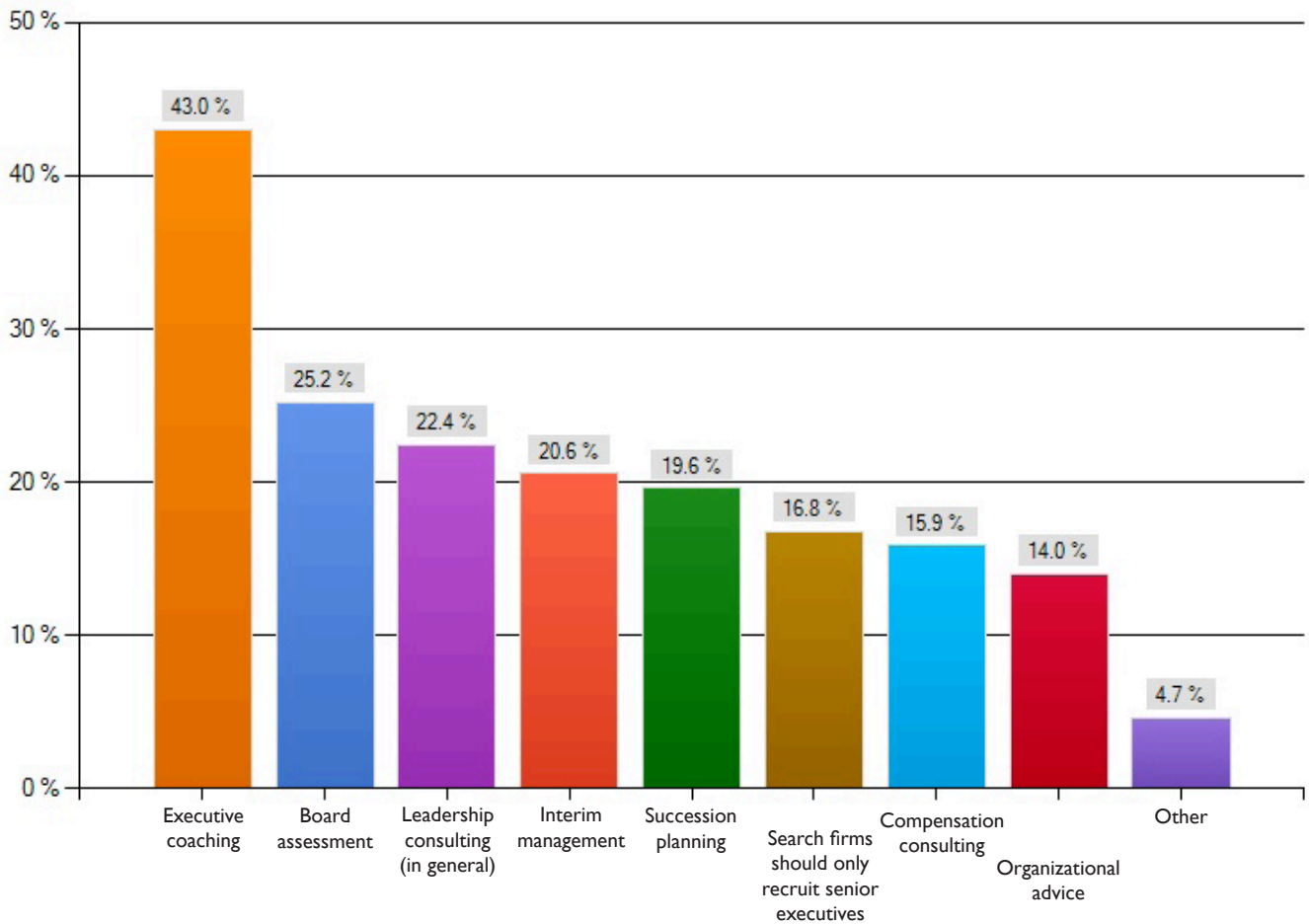
Please indicate your level of agreement or disagreement with the following statements:



Executive Coaching is voted as the number one value added service provided by executive search firms to hiring organisations.

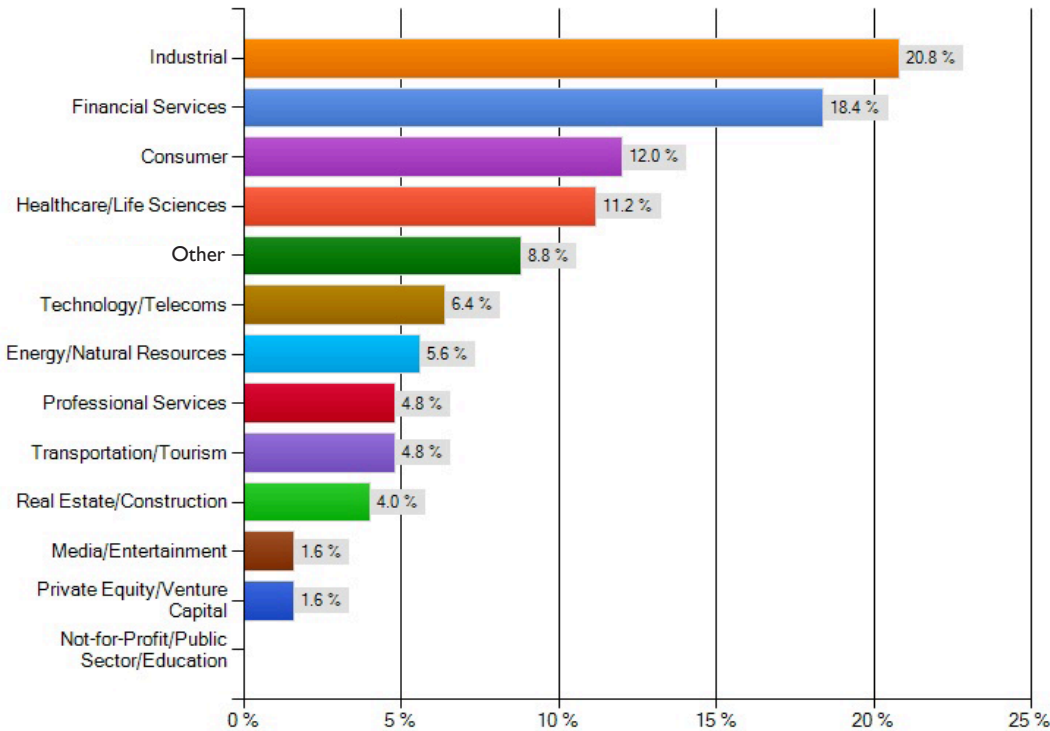
Board Assessment in second place, with Leadership Consulting shortly behind.

Many executive search firms already offer a variety of leadership development solutions. Where do you believe executive search firms can add value to the future of your organisation? *

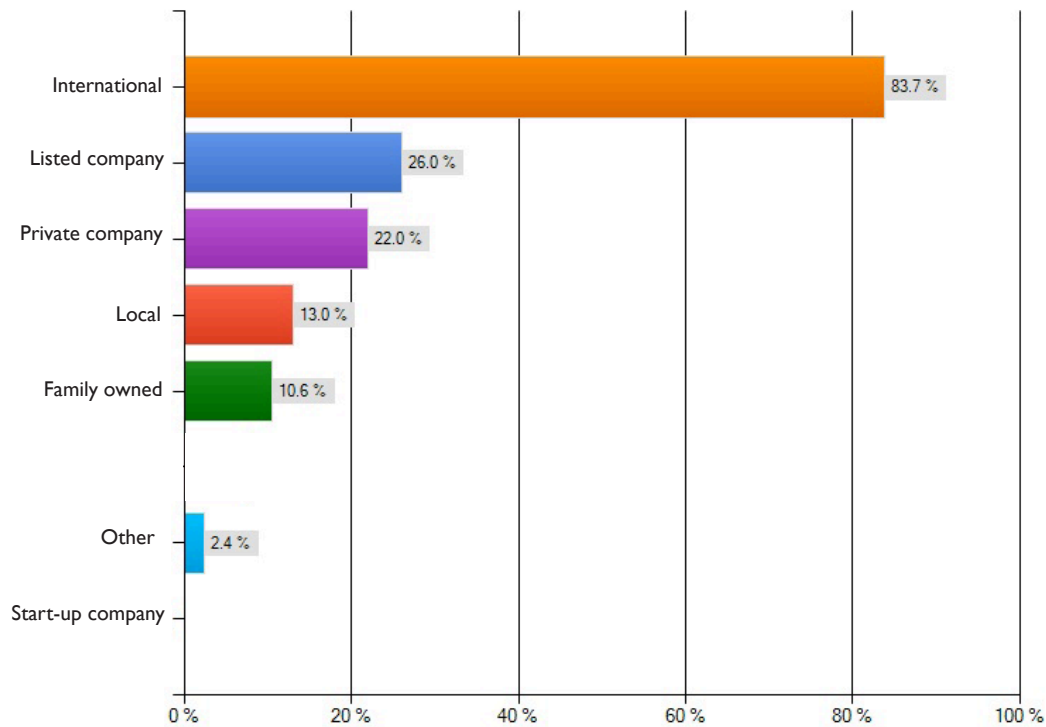


* Respondents asked to select all choices that apply

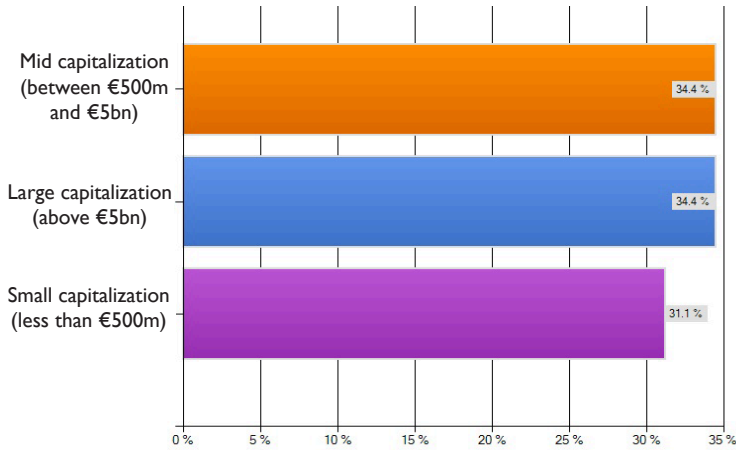
Respondents by Sector



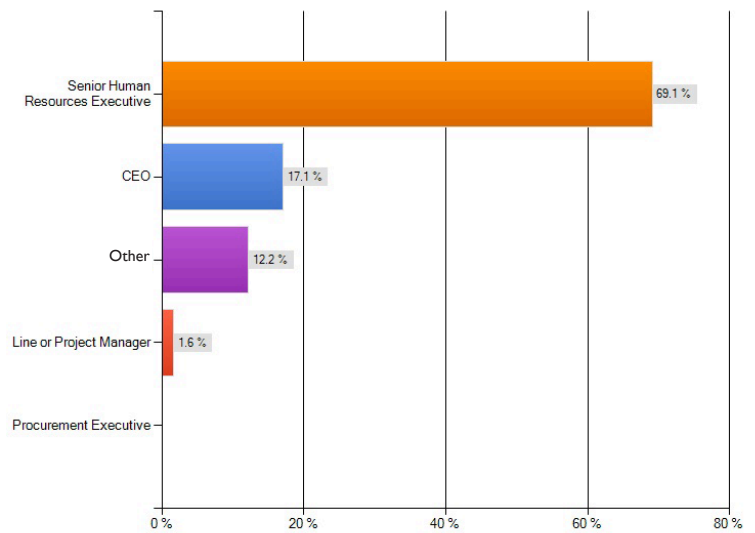
Respondents by Type of Organisation *



* Respondents asked to select all choices that apply



Respondents by Position



About The Association of Executive Search Consultants

The Association of Executive Search Consultants (AESC) is the worldwide professional association for the retained executive search industry. The AESC promotes the highest professional standards in retained executive search consulting, broadens public understanding of the executive search process, and serves as an advocate for the interests of its member firms. For more information, or to download the AESC Code of Ethics and Professional Practice Guidelines, please visit www.aesc.org.

The AESC offers www.bluesteps.com, a career management service for senior executives, and CorporateConnect at www.executivesearchconnect.com, a service for the HR community offering industry information and tools to assist with senior executive recruiting, including access to the AESC membership directory.

