

# EXECUTIVE SEARCHING

## — Longterm Recruitment



Tyzack was founded in 1958 and has been one of the leading executive search firms in the UK ever since. The practice covers a variety of different sectors, recruiting both executive and non-executive directors. It has particular experience in media and entertainment, leisure and gaming, professional services, not-for-profit and trade associations, general industrial and CIO/CTO recruitment. David Dumeresque is a Partner at the firm.

WHAT GIVES YOU AN ADVANTAGE OVER LOCAL AND GLOBAL COMPETITORS IN YOUR AREAS OF EXPERTISE?

*“ Highly specialised and experienced recruiters, we have never adopted off-the-shelf solutions for any assignment. ”*

Working closely with our clients as collaborative business partners rather than simply search consultants, we focus on actions that are tailored specifically to each client's requirements - actions that deliver distinctive and sustainable improvements in their performance. We pride ourselves on understanding our clients' businesses and markets. We provide a bespoke and highly professional Human Capital service which achieves tangible results and sustainable competitive advantages.

WHAT SERVICES DO YOU OFFER FIRMS REGARDING RECRUITMENT?

We provide executive search, advertised selection,

management assessments (in order to establish and identify the exact need) and board reviews.

WHAT SECTORS DO YOU OPERATE IN? AND HOW DOES YOUR APPROACH TO EXECUTIVE SEARCHING DIFFER FROM SECTOR TO SECTOR?

We operate in the media and entertainment, leisure and gaming, professional services, not-for-profit and trade associations, and general industrial sectors. Our basic approach, working alongside our clients not only as search consultants but also as business partners, will not markedly change between sectors. The only change will be in those areas where, for governance reasons, advertising senior positions to be filled is mandatory. Also, there is a major difference between searching for executive and non-executive appointments.

IN CHALLENGING TIMES OF SLOW GROWTH AND GLOBAL ECONOMIC UNCERTAINTY, WHY IS IT IMPERATIVE THAT ORGANISATIONS FOCUS ON THE LEADERSHIP COMPETENCIES TO DRIVE THE COMPANY FORWARD AND TO ACHIEVE LONG-TERM PROFITABILITY?

The individuals who were successful in the buoyant years may not necessarily be the same individuals who will be able to lead the company in the new and challenging environment. Clients need to look closely at their strategic plan and hire people who are able to undertake the role as it will be in the medium term, not simply those who can only fill the hole at the moment.

They need to focus on those competencies that will be appropriate over the coming years, recognising that, while past performance may be an indicator of future performance, the roles may be very different.

*“ The competencies required to perform exceptionally in a complex and ever-changing marketplace are often very different from those of the past when economies were strong. Most important, business leaders need to take risks and not become bogged down in recruiting with a fear of failure. ”*



**TYZACK**

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