

Evolving Market for Executive Search Services

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As companies around the globe adjust to the new economic realities of 2009, the retained executive search business is changing too. At Stanton Chase we know that client organizations are under pressure to produce more with less, to squeeze value from every investment, and develop even deeper trusting relationships with their customers and supplies.

As such, the executive search business continues to evolve and become more transparent in its processes and more efficient in its systems. We in the North America offices have identified thirteen unique steps in our executive search processes, and continue to push each one for continuous improvement. For a complete list of these processes refer to our [Best Practices](#) found on our web site. To summarize, here are the six major themes of our work:

- **Building the Foundation** (organizational needs and cultural assessment, building internal consensus on needs and decision process, relationship building, and approving job description)
- **Researching options** (recruitment strategy, candidate research and reach)
- **Candidate Development** (identifying, contacting, and recruiting)
- **Candidate Selection** (researching, interviewing, counseling, screening, selection of short list and facilitating of client interviews)
- **Crafting the deal** (client/candidate debriefs, interpretations, coaching, selection, negotiations, agreement creation and consummation, resignation, and commencement of employment).
- **Follow up and candidate retention** (staying in touch, ensuring a good start and continued effective communications).

The biggest question we get today is: "How do we respond to all these candidates in the marketplace?" While some firms have shied away from using search firms in the face of apparent candidate abundance, others have changed their emphasis in the recruitment process.

The answer is organizations are putting in more work! More building of a **solid foundation** before talking to candidates, more thorough **screening of candidates**, and more careful expectation setting at the **deal crafting** stages.

As such, candidates are citing an increased investment in the process once they get passed the elusive first contact. Hiring organizations report, despite an apparent abundance of readily accessible candidates, that deals are better thought out, are taking longer, and should have an even higher chance for long-term success. Search Consultants are even more involved than ever before upfront, in selection, and at the deal-making phases of each executive assignment.



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