

**ASK THESE
QUESTIONS BEFORE
COMMENCING AN
EXECUTIVE SEARCH
ASSIGNMENT.**

(AFTERWARDS IT IS TOO LATE)

**Excellent vision
is meaningless
without excellent
people**

**SUCCESS IS CREATED THROUGH
GOOD LEADERSHIP.**

**FINDING THE BEST LEADERSHIP
CANDIDATES IS CRUCIAL FOR
ANY COMPANY'S SUCCESS.
SCREENING FOR LEADERSHIP
SKILLS, RESILIENCE AND HIGH
INTEGRITY IS IMPORTANT.**

By using a professionally acknowledged executive search consultant in recruiting, you ensure that your organization will receive the best executive candidates.

Before commencing executive search assignment, you should ask the following five questions:

HOW CAN I ENSURE THAT MY EXECUTIVE SEARCH PARTNER UNDERSTANDS MY NEEDS AND THE ASSIGNMENT CORRECTLY?



1

The commencement stage of an executive search assignment is critical, for the success of the assignment. It is good to ensure that you, the executive search company and relevant stakeholders spend sufficient amount of time to ensure the alignment. The Executive Search consultant has to learn to know your company's culture and strategy. A thorough commencement discussion will ensure that the executive search consultant understands the competencies required and personal skills to form a perfect match.

After composing and receiving your approval of the job description, IMS Talent will formulate a research-strategy, to ensure that we will find the best and most suitable candidates for the position. Building a good foundation ensures effective process and high quality results.

2

HOW LONG DO THE RECRUITED CANDIDATES STAY IN YOUR ORGANIZATION?

WHAT KIND OF GUARANTEE TIME DOES THE EXECUTIVE SEARCH COMPANY ADMIT AND UNDER WHAT TERMS?

Ensure that your executive search partner follows and measures the quality of their work.)

It is important to know how long the recruited employees stay, develop and move ahead in your company after their selection. How many of the employees you have recruited through the executive search consultant, stay with you over three years? The partner you choose should be able to also answer the question "How many guarantee searches have you completed during the past years?"

IMS Talent follows how long the candidates produced by us, stay with our client companies. We also keep track of guarantee searches and are proud to say that they are highly exceptional.

During our 30 year history, IMS Talent has done guarantee searches extremely rarely. Should this happen, we will execute the search free of charge, provided that the employee leaves the company within one year or the employment terminates due to his/her failure.

IMS Talent supports onboarding of the selected candidate. We will contact him/her after the first working month, and in addition after six months of employment.

3

If you think that working with professionals is expensive, try working with amateurs.

WHO WILL ACTUALLY CONDUCT THE RESEARCH AND ASSES THE CANDIDATES?

Ensure that you know which consultants form the team, that will undertake your assignment. Who will make the first contacts and who will interview the candidates? Will the candidates be assessed in person before they are sent to meet you?

With some companies the executive search consultant that you meet might not be the one that carries out the assignment. With IMS Talent senior consultants represent you and your organization throughout the assignments .

The most important thing is that, the consultant has the capability to assess the candidate's fit to the open position, your expectations and company culture.

Each of our consultants at IMS Talent has over 15 years of experience in business management, candidate assessments and consulting.

4

LinkedIn is a rapid tool to make unsatisfactory recruitment decisions

WHAT KIND OF A SELECTION PROCESSES AND METHODS DOES THE EXECUTIVE SEARCH COMPANY UTILIZE, IN TERMS OF INTERVIEW TECHNIQUE, BEHAVIOURAL PROFILING AND COMPETENCE EVALUATION AS WELL AS REFERENCE CHECK?

Not all the executive search companies are able to respond this question with a clear and consistent answer. What kind of a process and tools do they use to analyze the skills, competencies and behavioural profiling of the candidates? Are the consultants certified to use them?

IMS Talent uses validated methods in executive search processes. Our evaluation tools are internationally acknowledged and our consultants are certified and experienced users of the methods. Profound interviews, detailed evaluation of the required skills and expertise, behavioural profiling, motivation analysis and reference check ups with 360-principle are all a part of IMS Talent's overall evaluation process.



5

FINLAND

EUROPE

NORTH-AMERICA

SOUTH-AMERICA

ASIA

IS YOUR EXECUTIVE SEARCH PARTNER INTERNATIONALLY NETWORKED?

IMS Talent is a part of IMD International Search Group, which has over 40 offices in 25 countries.

IMS Talent is also a member of The Association of Executive Search Consultants (AESC) which is a worldwide executive search company organization.

AESC advances the highest professional quality standards and ethical principles in executive search and leadership consulting. All member companies of the organization are committed to obey its rules and principles.





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IMS TALENT – WHO WE ARE?

IMS Talent is one of the leading Executive Search companies in Finland, founded in 1986.

Our services includes executive search, board member search as well as board assessment, leadership team development and evaluation.

IMS Talent is a Finnish company owned by its partners and our office is located in the city center of Helsinki. International assignments are executed in cooperation with our partner network IMD. IMS Talent commences approximately 50 executive search assignments annually.

We are happy to be at your service.

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