



OUT IN FRONT 2010 – 2020

War for Talent

According to a landmark Mc Kinsey study in 1997, 6.000 manager and executives stated that the most important corporate resource over the next twenty years will be talent. Smart, sophisticated business people who are technologically literate, globally astute and operational agile.

In 2000 they updated the study and found, despite the economic slowdown and the end of the dot.com boom, the war for talent was intensifying dramatically. McKinsey found that attracting and retaining talent was not just a valid desire – it was a business imperative.

Recruitment challenges for 2010 – 2020 of C – Level Business Experts will be fierce because:

- Baby boomers will leave the permanent job market during the next decade.
- Talented High Potentials are mobile, more demanding, flexible, looking for challenges, good locations, lots of advancement opportunities
- Recruiter and Job Seekers alike using multiple channels for job search/people search
- Challenges are best addressed through cost efficient, fast, flexible recruitment channels supporting decision makers to identify and select C-Level Executives aligned to different business situations
- Recruitment organizations that are capable of providing flexible recruitment solutions (permanent, interim management, management investors, management consultants etc.) aligned to organizations business situations (start up, expansion, turnaround, restructuring, merger & acquisition etc.), will be leader in their fields. Recruiters will become business problem solver by adopting customer relationship management to support decision makers in identifying, growing and retaining genuine business experts.

Written by
Josef David,
Partner

Find us on the Web:
www.ceo-europe.com

+33 (0) 970 448 419



Generating Recruitment Business

Since 2001 CEO Europe is an innovative player in the international executive recruitment market with a manager pool of over 11.000 iCEO™ certified international top executives in 172 countries.

This is a new recruitment solution that can be tailored to the individual needs of each client company:

Management on Demand™ convinces by its streamlined processes, its flexibility and efficiency and enables a turnaround time of only three weeks from initial enquiry to final placement of the manager in the client company.

Recruitment Market

We will target two Markets Segments in our defined territory:

The GREEN JOB MARKET

The SME OWNER REPLACEMENT MARKET

Both markets will require Management on Demand™ Services during the next decade.

We will focus on offering our unique solution Management Investor for solving the market needs for high qualified Management Resources together with Venture Capital Investments.



Josef David has more than 20 years of experience in executive search, recruitment and senior executive development. Before joining CEO EUROPE he held a number of senior executive positions and consultancy roles in international organizations: program management, business unit management, general management, marketing, sales, business development, operations economy.

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