



Initial Launch Meetings

Question:

"When you go to an initial launch meeting, what top 3 things do your partners/consultants most like you to take?"

Answers:

If we have an idea what the position is we're pitching for, we always take along blinded profiles of top potential candidates in the industry as well as a list of similar searches we have done in the past (added into our standard pitch presentation, which describes the size of our total business with an industry breakout and overview of the profiles of our suggested partners on the project). We always attempt to pitch in teams of at least two (each partner with various strengths and backgrounds - for example one search specialist together with someone from the industry). If the position has an international component, we always bring along colleagues from the targeted region to display our seamless teamwork and ensure that the consultants met are the consultants responsible for the search.

I would say that the top three things we are asked to bring are:

1. a job description, as best we know
2. list of questions regarding the position, reporting structure, must haves vs. wants
3. an idea list of what companies or industries we will begin targeting

Source Environment, Search Strategy and Initial list of target candidates from appropriate companies

Here are some things we often bring to launches.

1. Company brochure which typically outlines the Corporate DNA
2. Presentation on the sector to which the client organization is aligned
3. Whitepapers that we have done in our firm pertaining to the sector or talent acquisition in general
4. Some sample blind profiles that the clients may be interested in – to get better clarity on their requirement
5. And finally some assessment tools to define client spec more accurately

The top three things from my perspective are: background information to the industry, competitor list and previous candidates who might be a fit for this role.

Here in China, we will do follow things when we go to an initial launch meeting with our partners/consultants:

1. Client company, business, competitors and industry research.
2. Talent research if we have the job needs; If we can prepare 2-3 blind profiles, it will be better.
3. Our company & consultant's introduction.

Most consultants appreciate a target company list, a recap of previous on-point searches/research, and a review of prospects in inventory.

When we go to a launch meeting we take:

1. Role profile checklist
2. Our company presentation – who we are / how we are structured / how we operate (usually soft copy)
3. Any documentation already exchanged between the consultant and the client