



# GANCI PARTNERS

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26.01.2023

## **The Importance of Searching and Sourcing Masterclass IESF**

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## Summary of our presentation

### *Topics of today:*

*Our organization*

*Responsibilities & Processes*

*Internal recruitment*

*On-boarding*

*Open discussion*



Switzerland.

## WE SPEAK SWISS

### 24.3%

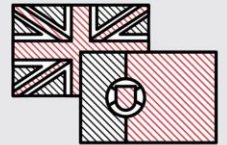
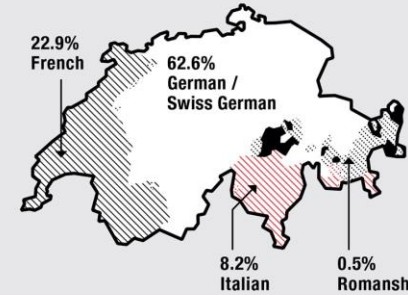
of the population do not have one of the four national languages as main language.

### DIALECTS

"Swiss German" is a term that covers a large variety of Alemannic dialects.

### 4 LANGUAGES

Switzerland has 4 national languages.



English and Portuguese are the most commonly spoken foreign languages in Switzerland.

Romansh is a language from the Rhaeto-Romance family, derived from Latin.

© FDFA, PRS 2019 / Source: Federal Statistical Office (FSO) / For more, visit [aboutswitzerland.org](https://aboutswitzerland.org)



# Our challenges with Recruiters

**Limited  
talent pool in  
Switzerland**

**Attractivity  
&  
Retention**

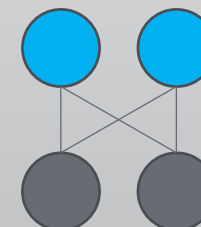
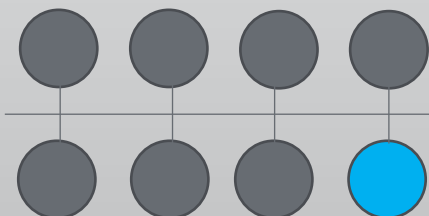
**Onboarding  
&  
Training**

# OUR TEAMS

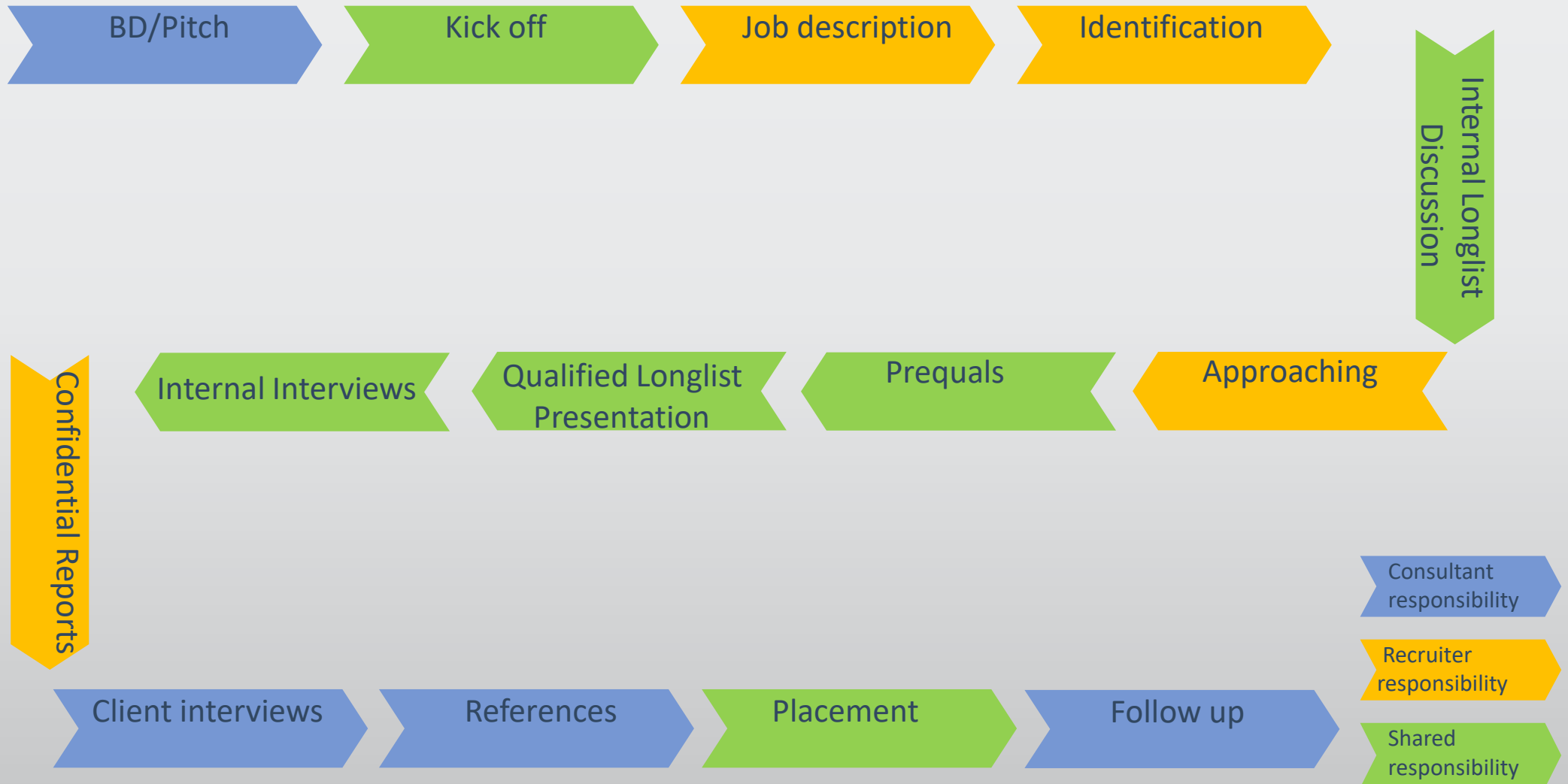


# NEW SETTING BETWEEN POOL AND TANDEM

	POOL	TANDEM	HYBRID
+	<ul style="list-style-type: none"> <li>Flexibility in case of absence</li> <li>Possibility to choose the most fitting RA for each search</li> <li>Best practices exchange</li> </ul>	<ul style="list-style-type: none"> <li>Control and visibility</li> <li>Strong commitment to Consultant/Client</li> </ul>	<ul style="list-style-type: none"> <li>Control and visibility</li> <li>Strong commitment to Consultant/Client</li> <li>Workload management among 2 RA</li> <li>Flexibility in case of absence</li> <li>One unique family in the «unit»</li> </ul>
-	<ul style="list-style-type: none"> <li>Lack of control</li> <li>Creation of a wall between 2 groups in the Firm</li> <li>Need of strong management and high professional maturity from RA team members</li> </ul>	<ul style="list-style-type: none"> <li>Silos organization</li> <li>Lack of flexibility</li> <li>Workload management (too much, not enough)</li> <li>Difference in the level of the RA (skills)</li> </ul>	<ul style="list-style-type: none"> <li>Best practices exchange with other «units» -&gt; <b>TRAINING</b></li> <li>Silos organization -&gt; <b>LIMITED</b></li> </ul>



# Responsibilities & Process



# Additional responsibilities

**Internal  
Recruitment  
of Recruiters**

**Onboarding  
of new  
Recruiters**

**Internal  
projects**



# Internal Recruitment of Researchers

## OUR NEW RECRUITMENT STRATEGY - KEY OBJECTIVES

### EVOLVE WITH COMPANY NEEDS

- ❖ Realistically understand what are the **core skills** to succeed in the role.
- ❖ Learn from previous mistakes and adjust.
- ❖ Decreasing employee turnover.
- ❖ Be reactive, create a **pool of candidates**.
- ❖ Hire the right people, contributing to keep our positioning and maintaining harmonious teams.

### CORPORATE VALUES

- ❖ Understand, rethink and question what are the common values within the firm.
- ❖ Strengthen the feeling of belonging and feeling of common values between employees.
- ❖ Describe our values to potential new candidates in a realistic way.

### EFFICIENCY & EFFECTIVENESS

- ❖ **Fair, unbiased and cohesive** selection process.
- ❖ Same strategy across offices and regions.
- ❖ Clear project ownership.
- ❖ Involve the research team.
- ❖ Avoid delays, keeping the momentum.

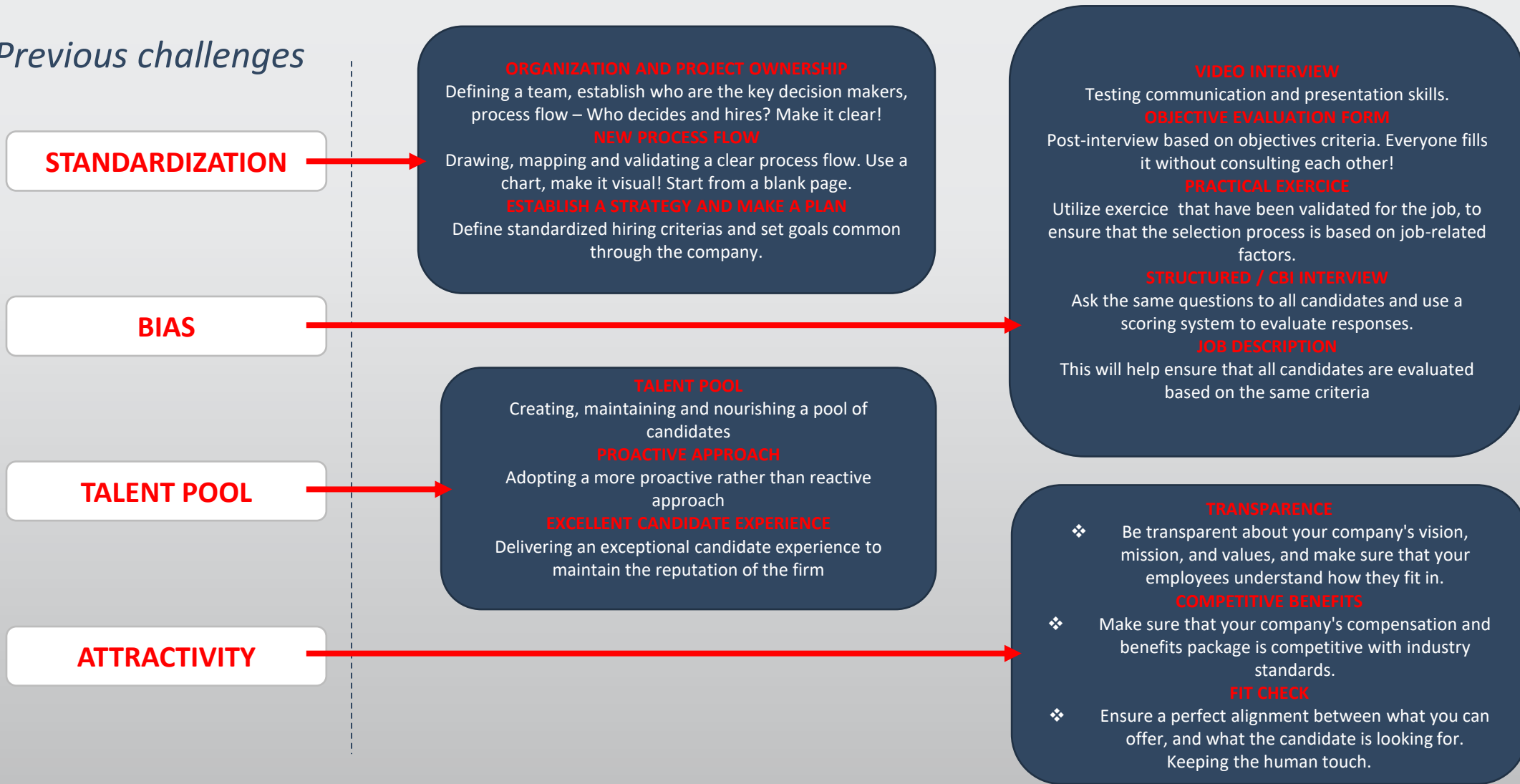
### BE COMPETITIVE

- ❖ Create a **modern, simplified and agile recruitment process**.
- ❖ Understand the market and what distinguishes from others.
- ❖ Be realistic about what the company needs, and what it can offer.
- ❖ Adapt to a difficult, candidate-driven market.

# Internal Recruitment of Researchers

## OUR NEW INITIATIVES

### Previous challenges



# THE IDEAL PROFILE



## SKILLS WE ARE LOOKING FOR

### *HARD* SKILLS

Languages

Strong  
academic  
background

Organization  
and time  
management

Excellent  
communication  
& presentation  
skills

Awareness of  
the local  
economy and  
eco-system

### *SOFT* SKILLS

Curiosity

Team  
work &  
proactivity

Adaptability  
and speed

Customer-  
oriented  
mindset

Passion

# Onboarding / Training Recruiters

## OUR ONBOARDING / TRAINING STRATEGY - KEY OBJECTIVES

### ADAPT TO COMPANY NEEDS

- ❖ Realistically take into account **resources** and **time** available to onboard new Recruiters.
- ❖ **Standardize** training in order to assure important skills shared by every Recruiter.
- ❖ Quickly build **common knowledge**.

### SHARE CORPORATE VALUES

- ❖ Give a quick overview of **common values**.
- ❖ Strengthen the feeling of **belonging** with different internal events.
- ❖ Build a **strong team**.

### EFFICIENCY & EFFECTIVENESS

- ❖ Same **onboarding process** across offices and regions.
- ❖ Clear project ownership.
- ❖ Involve the research team.

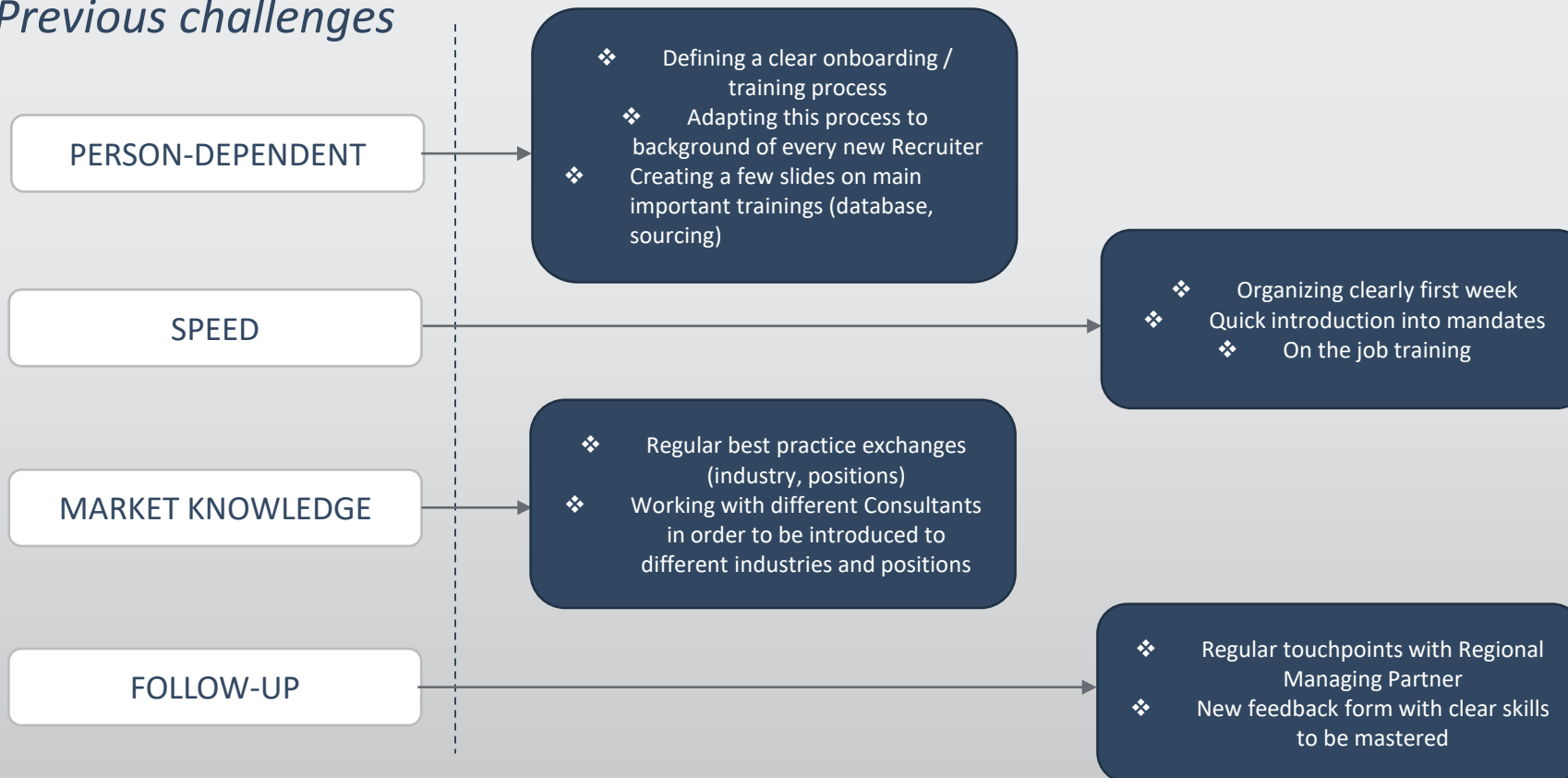
### FAVOUR RETENTION

- ❖ Focus on first impressions with a **professional onboarding process**.
- ❖ Decreasing turnover.

# Onboarding / Training Recruiters

## OUR NEW INITIATIVES

### *Previous challenges*



# Onboarding / Training Recruiters

**Internal  
sourcing  
training**

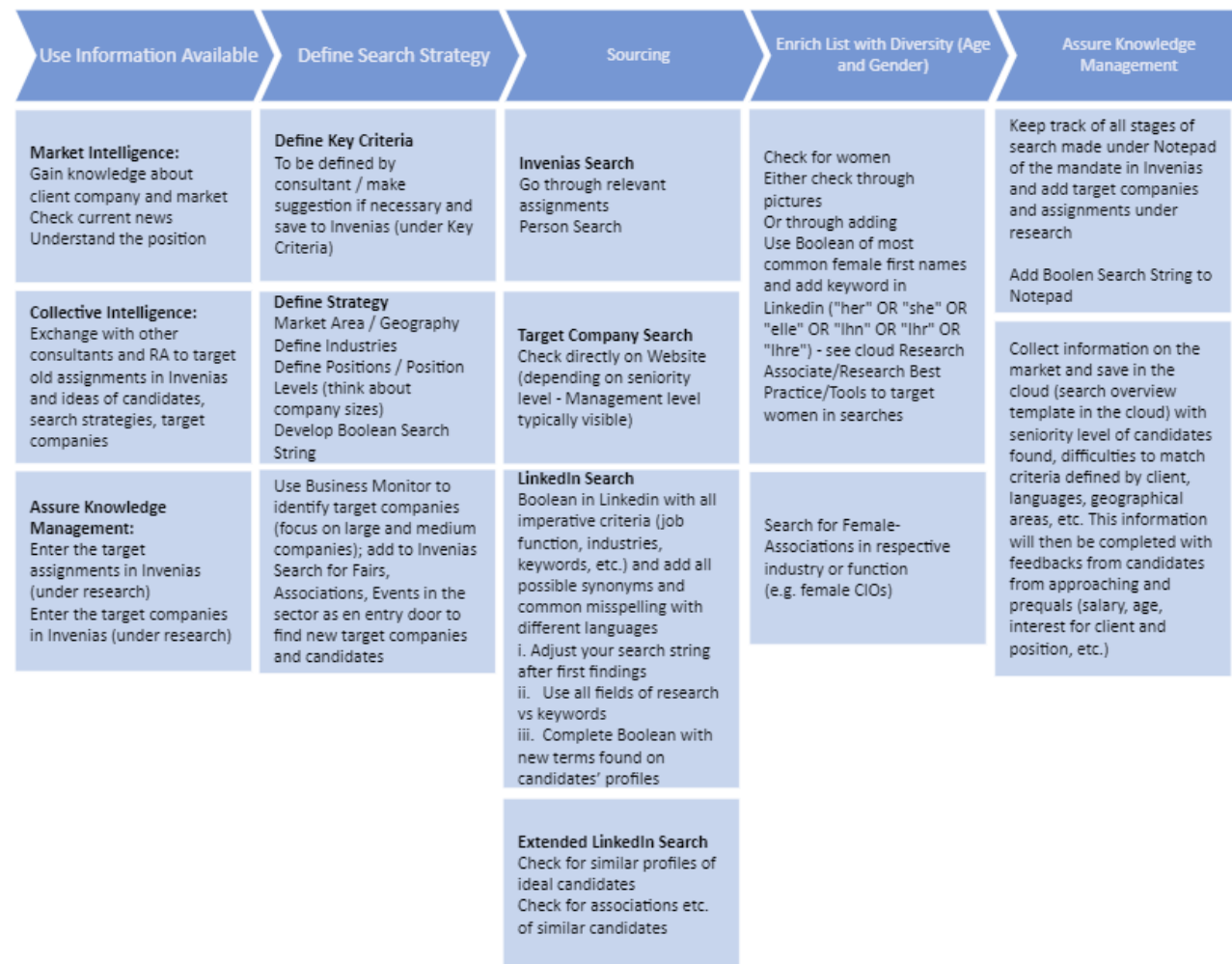
**On the job  
training**

**Internal best  
practice  
exchanges**

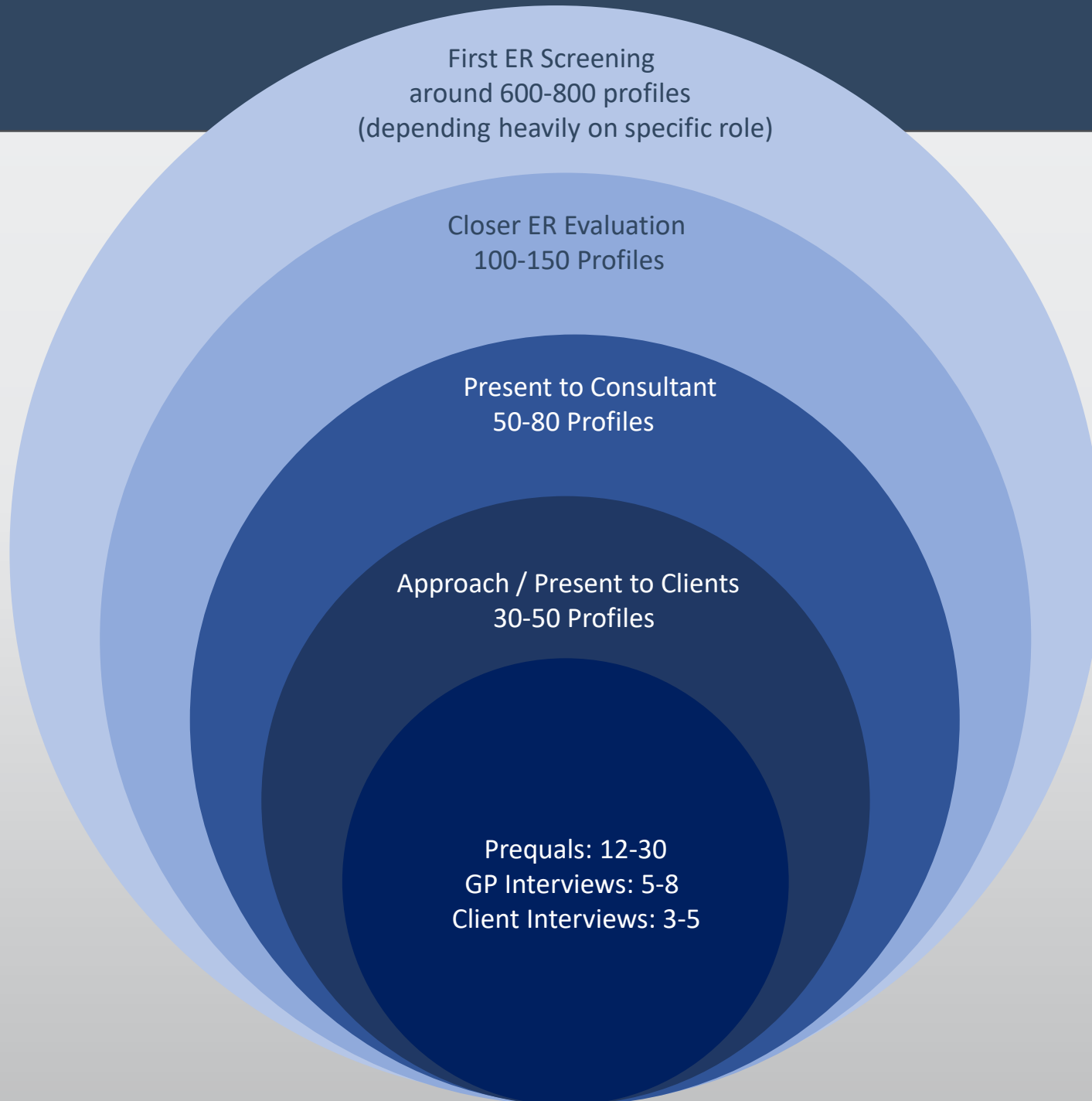
# Training Recruiters

## GP SOURCING POLICY

### HOW TO STRUCTURE SOURCING



# Sourcing process





# THANK YOU FOR YOUR ATTENTION



*Marbella, 2022*



*Croatia, 2021*

*What are the differences with your processes?  
Any surprises?*

*Mistakes of recruitment?  
Why? Key learning from hiring mistakes*

*What internal training do you do and believe in?*