



INTERNATIONAL
EXECUTIVE
SEARCH
FEDERATION

Regional Meeting - Friday April 12

SUCCESSFULLY
DELIVERING LOCAL
EXECUTIVE TALENT
**THROUGH A
GLOBAL NETWORK**



PLANNING DAY 2

08.30 - 09.00	Ganci Partners Presentation - Vincenzo
09.00 - 09.30	HR CoreLab Barcelona learnings (Victor/Alyssa)
09.30 - 10.30	Client IESF Switzerland - Frédéric Chardot (Chief Human Resources Officer, Audemars Piguet)
10.30 - 10.45	Coffee break
10.45 - 11.15	Study Mandrake: 100 CEOs from Quebec (Normand)
11.15 - 11.30	Closing notes
11.45 - 14.00	Lunch at the Sardine restaurant in Lausanne
14.00 - 14.45	Departure from restaurant by bus
15.00 - 18.00	Visit of the Cailler Chocolate factory and workshop
18.30 - 19.00	Stroll in the Gruyères village
19.00 - 21.00	Dinner at Restaurant des Chevaliers, fondue restaurant
22.00	Mad Club drinks

GANCI PARTNERS PRESENTATION

IESF

VINCENZO

◆ GANCI PARTNERS



Firm intro

IESF SWITZERLAND

Ganci Partners SA

Vincenzo Ganci – Managing Director



GANCI PARTNERS

Ganci Partners at a glance

- We are an executive search firm established **since 2012**, with offices in **Geneva, Lausanne, Berne, and Zurich**. Ganci Partners is among the top 10 executive search firms in Switzerland according to Statista.
- **Over 20 highly qualified executive search consultants and executive recruiters**, capable of working in the three main national languages as well as English.
- We have extensive experience in identifying and assessing C-levels, working on retainer basis
- An extended **guarantee time of 15 months** from the starting date of the candidate, surpassing market standards (approximately 6 months).
- Support along each step of the search process: presence in interviews, assistance in organizing interviews, and follow-up with candidates at 1/3/6/12/15 months, etc.
- Proud member of **IESF** since 2020, we partner with over 25 firms in the world
- Sole shareholder of **Novelia Assessment**, a premium national assessment centers firm with 8 consultants and 2 offices in Lausanne and Zurich



Leading and working by purpose, vision and values

Our purpose – Our mission - Why we exist

Matching leaders with organisations for a durable impact on society

Our vision - Our goal – Where we want to go

Be the most recommended Executive Search firm in Switzerland



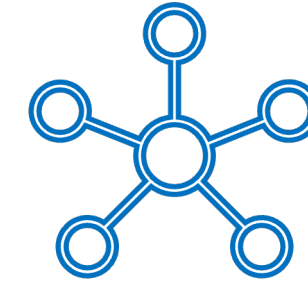
Leading and working by purpose, vision and values



***Serve with
excellence***



Dare



Work together

We are recognized players of the Executive search in Switzerland



2023 marks the third year in a row, that Ganci Partners is ranked amongst the best Executive search firms in Switzerland by NZZ and Le Temps.

We are proud to be the only executive search firm from Western Switzerland in that ranking.

Recrutement de cadres dirigeants

Légende: ●●●●● 90,0 à 100 points ●●●●○ 82,5 à moins de 90,0 points
●●●● 75,0 à moins de 82,5 points

Entreprise	Site internet	Siège principal	Succursales en Suisse	Note
Amrop Executive Search	www.amrop.ch	Zumikon, ZH	1	●●●●●
Boyden	www.boyden.ch	Purchase, Etats-Unis	2	●●●●○
Dr. Björn Johansson Associates	www.johansson.ch	Zurich	1	●●●●●
Dr. Rosenfeld Executive Search	www.rosenfeld-consulting.ch	Zurich	1	●●●●○
Egon Zehnder Schweiz	www.egonzehnder.com	Zurich	2	●●●●●
Ganci & Partners	www.gancipartners.com	Lausanne	4	●●●●●
Heidrick & Struggles	www.heidrick.com	Zurich	1	●●●●○
Mercuri Urval	www.mercuriurval.com	Kloten, ZH	4	●●●●●
Russell Reynolds Associates	www.russellreynolds.com	Zurich	1	●●●●●
Schilling Partners	www.schillingpartners.ch	Zurich	1	●●●●●

LE TEMPS
Handelzeitung
Meilleurs EXPERTS EN RECRUTEMENT 2020
HIGH END EXECUTIVE

(SOURCE: STATISTA)

Société	Score	Site web	Siège social	Succursales suisses
Dr. Rosenfeld Executive Search	●●●●●	www.rosenfeld-consulting.ch	Zurich	1-10
Dr. Thomas A. Biland & Partner	●●●●●	www.bilandpartner.ch	Zurich	1-10
Dubs & Partner	●●●●●	www.dubs-partner.ch	Zollikon	1-10
Egon Zehnder	●●●●●	www.egonzehnder.com	Zurich	1-10
Engineering Management Selection	●●●●●	www.ems.ch	Zurich	1-10
Ganci Partners	●●●●●	www.gancipartners.ch	Lausanne	1-10
Hays	●●●●○	www.hays.ch	Zurich	1-10
Heidrick & Struggles	●●●●●	www.heidrick.com	Zurich	1-10
Human Professional Personalberatung	●●●●●	www.humanpro.ch	Zurich	1-10



Some facts and figures

GENDER DIVERSITY and SENIORITY (2023).

Women make up:

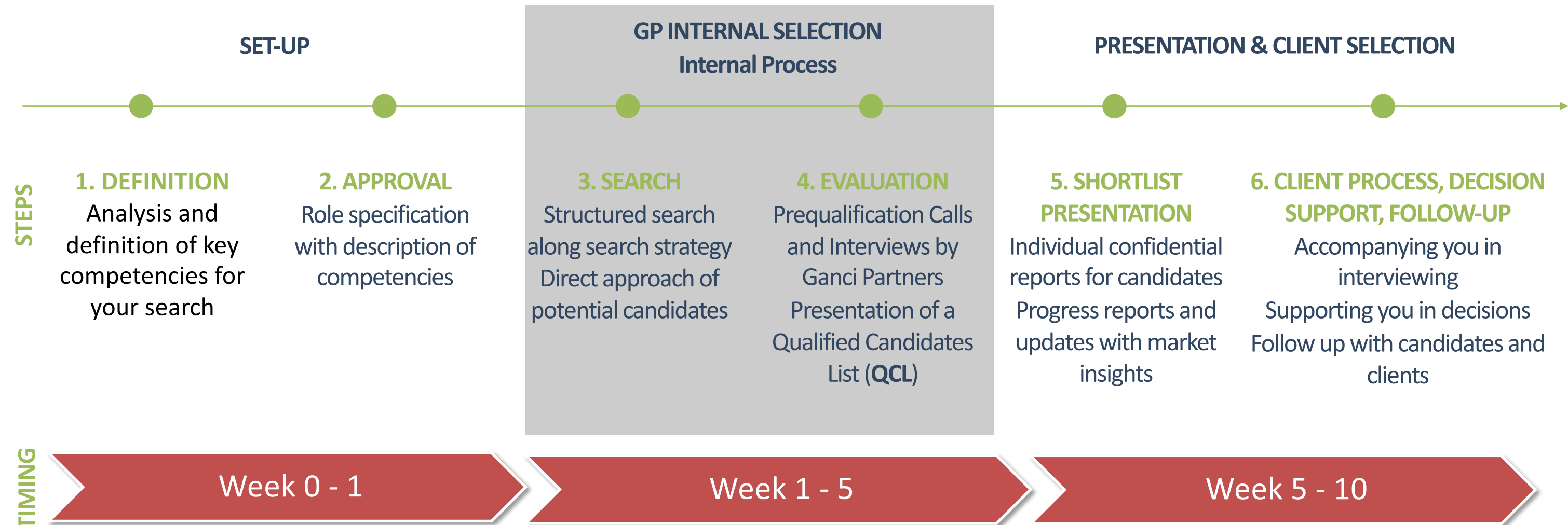
- *72% of our team*
- *50% of our active shareholders*
- *40% of our non-executive board team*
- *87% of Novelia Assessment team*

- *Firm average age 37.6 years old*
- *Active shareholders average age 44.5 years old*

FINANCIAL PERFORMANCES (2023):

- *Consolidated turnover: 8'600'000 CHF*
- *Consolidated EBIT: 1'200'000 CHF (14%)*
- *Average placement fee: 60'000 CHF (retainer 52'000 CHF)*
- *Last 3 contract signed between 79'000 CHF and 110'000 CHF*
- *124 placement (36% women)*
- *44% women in short-list*
- *Average salary of placed candidates: 210'000 CHF*

Process



DOCUMENTATION

Job Description

CONFIDENTIAL ROLE SPECIFICATION

Role Title

YOUR CONTACTS

Dashboard & Market Insights

Total Candidates	Shortlisted Candidates	Completed Candidates	Identified Candidates	Rejected Candidates
27	8	11	0	7

Banking - 14% (3) Financial Services - 19% (4)
 Machinery - 14% (3) Others - 19% (4)
 Other Services - 14% (3) Services - 19% (4)
 FMCG - 10% (2)

Male - 85% (22) Female - 15% (4)

Average Salary	Average Age
148,888 CHF	37

Progress Reports

Confidential Reports

Summary of candidate details and search progress.

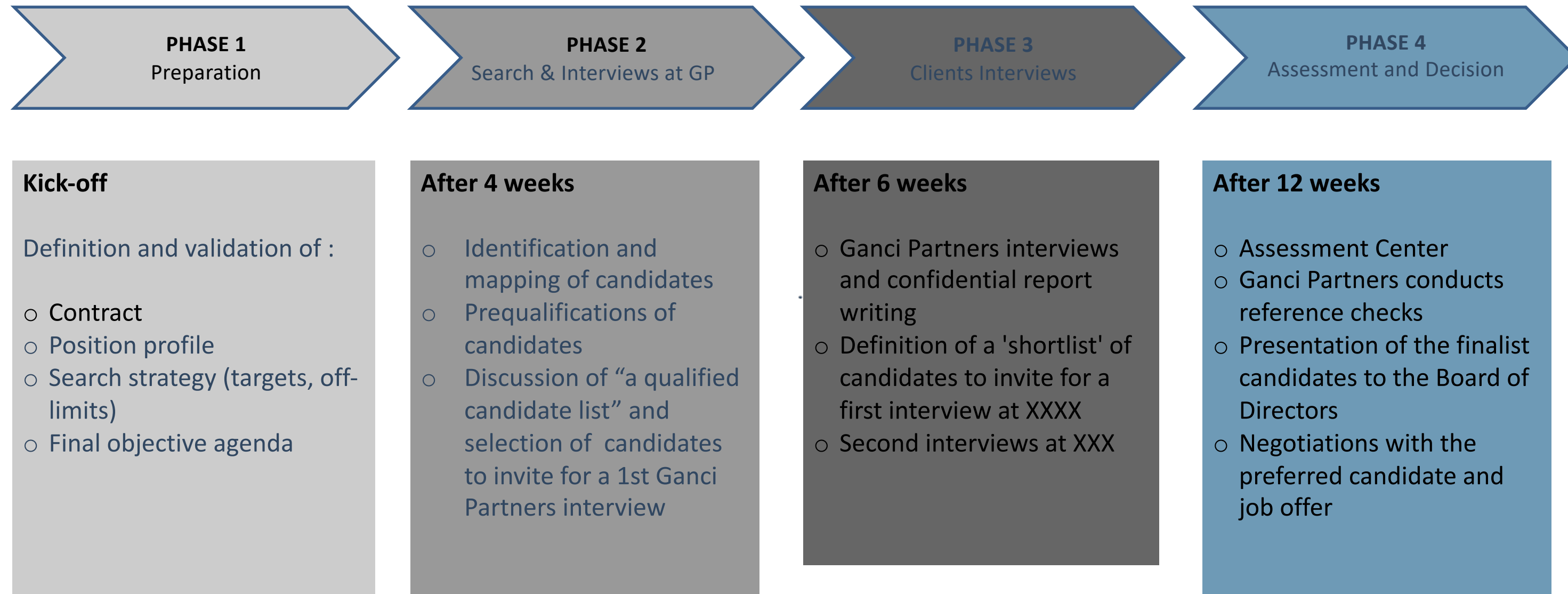
Candidate Comparisons

NOM DE LA SOCIÉTÉ - TITRE DE LA FONCTION

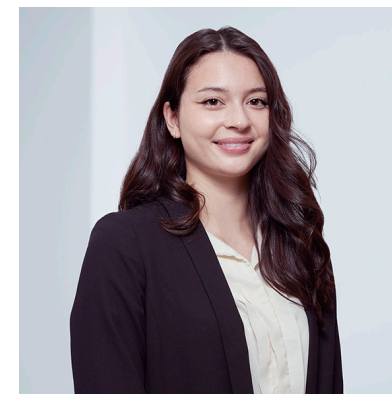
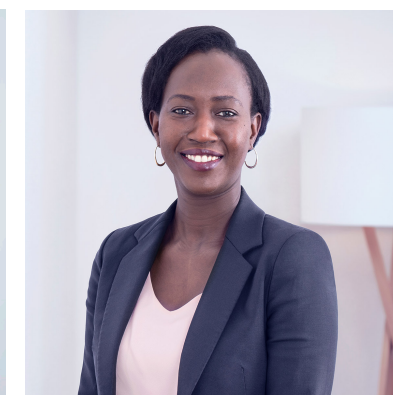
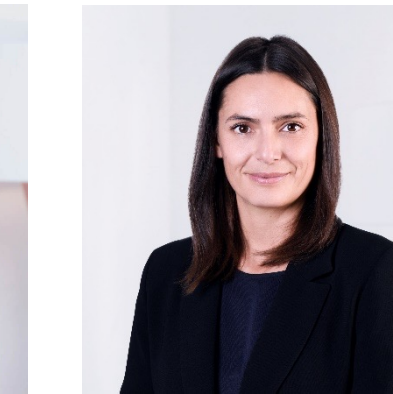
Profile	Age	Experience	Profil actuel	Salaires	Statut
1	35	10 ans	Profil actuel	Salaires	Statut
2	38	12 ans	Profil actuel	Salaires	Statut
3	32	8 ans	Profil actuel	Salaires	Statut
4	40	15 ans	Profil actuel	Salaires	Statut



Process



People



Offices

For the interviews, in order to maintain confidentiality, we are happy to offer our Ganci Partners offices in Geneva, Lausanne, Bern or Zurich.



*Lausanne
Lion-d'Or 4
4 meeting rooms*



*Bern
Münzgraben 2
3 meeting rooms*



*Zurich
Holbeinstrasse 22
3 meeting rooms*

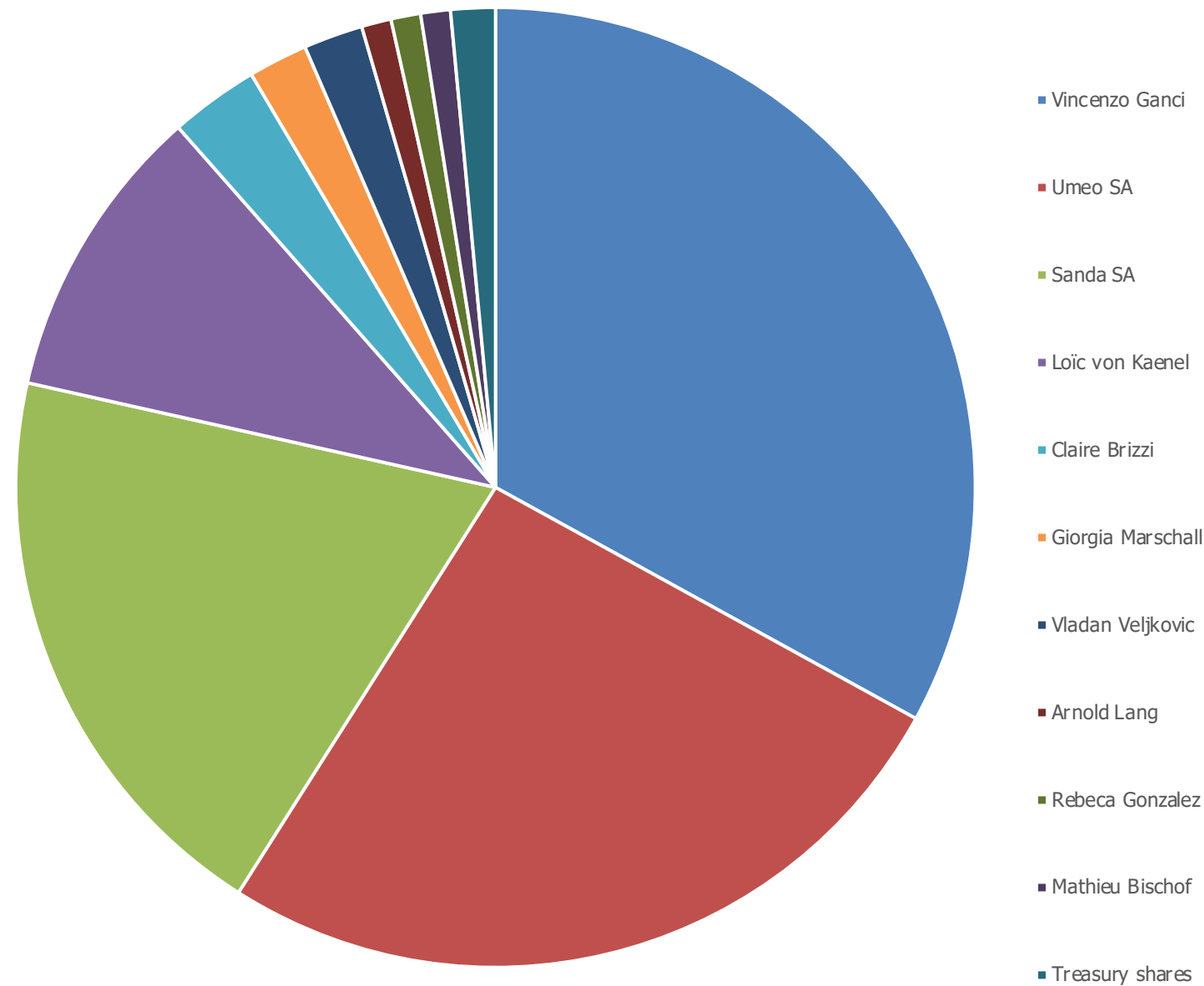


*Geneva
Coutance 10
2 meeting rooms*

TRACK RECORD GANCI PARTNERS + NOVELIA 2012-2023

Year	Turnover (CHF)	YoY growth %	EBIT (CHF)	EBIT %
2012	-	0.0%	-	0.0%
2013	550'000	0.0%	73'000	13.3%
2014	1'000'000	81.8%	70'000	7.0%
2015	1'802'000	80.2%	217'000	12.0%
2016	2'336'000	29.6%	373'000	16.0%
2017	2'885'000	23.5%	582'000	20.2%
2018	3'500'000	21.3%	646'000	18.5%
2019	4'650'000	32.9%	1'127'000	24.2%
2020	5'300'000	14.0%	1'334'000	25.2%
2021	7'547'000	42.4%	2'881'000	35.0%
2022	9'356'000	24.0%	2'455'000	26.2%
2023	8'805'000	-5.9%	1'244'016	14.1%

SHAREHOLDING AND USP



We believe in

- Client first, firm second, individual interest at the end
- No personal ownership on clients or candidates. We work all together in the interest of our clients
- Capped fix salaries, equal bonus for Partners and Senior Consultants
- Clear dividend distribution policy
- Incentive to become shareholder and owner of the group
- Flat organization, with equal opportunity to take responsibility in management or leading new initiatives.

NOVELIA case

SOME FACTS AND FIGURES:

- Founded from scratch in January 2022 on Ganci Partners initiative based on the identification of a specific need
- Leverage Ganci Partners client base: from 100% at the beginning to 34% in 2023 and <25% in 2024
- Turnover from 0 to 1'700'000 CHF in 2 years (2022-2023)
- 8 people team within 2 offices: Lausanne and Zurich
- 100 assessments in 2022, 231 in 2023 and 312 planned in 2024

CROSS SELLING:

- Ganci Partners integrate 1 Novelia assessment in every search assignment to differentiate its offer from competition while exposing Novelia to a new client
- Ganci Partners advocates for Novelia any time possible without any conflict of interest
- Novelia detects opportunities for Ganci Partners (reverse cross-selling)

SYNERGIES and FURTHER OPPORTUNITIES

- Same Shared Service Center in Bern
- Promoting Internal mobility and cross fertilization through ideas, clients and people
- Possibility to share offices during incubation phase (i.e. in Zurich and Bern)
- Best practice and social exchange (trips, dinners, trainings, etc.)
- Novelia is the platform for launching all the new initiatives in "HR Services": *F100 coaching*, outplacement, etc



HR CORELAB
BARCELONA LEARNINGS

IEF

VICTOR & ALYSSA

IESE

INTERNATIONAL
EXECUTIVE
SEARCH
FEDERATION

by TENSO
Live in Barcelona
3 simultaneous conferences
Recruitment | HR Agility | People Analytics

HRcoreLAB SUMMIT



HRcoreLAB SUMMIT

IESF, has participated as a partner in the XII edition of the prestigious **HRcoreLAB event in Barcelona 2024**

IESF has had the honor of being the **only headhunting organization** in this unique event.

ABOUT HRcoreLAB



12

Edition



80+

World-class
speakers



30+

Industries



500+

Senior HR
executives



49

Countries

TOP 1 WORLDWIDE HR EVENT

the most comprehensive, disruptive and inspiring
strategically orientated HR event

Emerald



Diamond



Gold



Silver



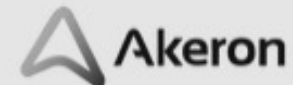
HR Game Changer



Research



Workshop



Media & Support



PARTNERS



SIEMENS



NOKIA



SONY



VOLVO



PARTICIPANTS

Recruitment

- Assessment
- Onboarding
- Candidate Experience
- Analytics
- Technology
- Skills Testing
- Trends & Innovation
- Diversity & Inclusion
- Mobility & Flexibility
- Employer Branding
- AI

HR Agility

- Future of Work
- Rethinking & Reskilling
- Employee Exp./ Engagement
- New HR Technology
- AI & Automation
- Talent/ Leadership Devt.
- Cultural & Digital Transf.
- Diversity & Inclusion
- Wellbeing

People Analytics

- Technology
- Storytelling
- Upskilling
- Data Literacy
- Data-driven Culture
- Trends & Innovation
- Employee Self-service
- Strategic Workforce Planning
- Predictive & Prescriptive Analytics

9:15 CET

Opening of the Conference by the Moderator:

Colin Minto, Global TA Leader, IQ-EQ, HSBC, JLL, Marriott, G4S &
Richard Bradley, VP Global RPO, KellyOCG

9:30

Developing a compelling Gen-Z proposition-

Maya Tsankova,
Group Employer Branding & Digital Comms. Lead, Coca-Cola HBC

10:00

Demystifying AI for talent acquisition - Hype vs Reality -

Matt Poole,
Global Head of Service Evolution, AMS

10:30

Analytics, Hybrid working and Engagement for our People -

David Tregidgo, Global Head of HR Strategy and Analytics, ING

11:00

Top 5 HR Megatrends & priorities for 2024 -

Natal Dank, Executive Director,
PXO Culture and Author of *'Agile HR & Agile L&D'*

11:30 CET

Coffee & Networking

12:00

Leadership Development and Future of Work -

Antoinette Irvine, VP-HR Global SC, Unilever (Dove, Knorr, Axe, Cif,...)

12:30

**Crafting Exceptional Employee Journeys with
Better HR Tech Adoption -**

Nicolas Ochmann, Head of Solutions EMEA, Whatfix

15:30

Culture is the Foundation of an Unshakeable Company -

Kevin Oakes, CEO, i4cp and
Author, *'Culture Renovation®:
18 Leadership Actions to Build an Unshakeable Company'*

11:00

Why chase New talent if they're gone in a year?

...and other stories -

Calle Vestman, Country Manager & Senior Advisor, Ennova

13:00

Fireside Chat on 'Hiring Transformation and D&I' with
Imene Zidi, Head of TA Europe & Latam, Ericsson

14:30

Crafting effective

Recruitment and Retention strategies for Gen Z Talent -

Lauren Cunningham, Early Careers and Campus Client Dir., AMS

15:00 (OR WORKSHOP DO AND DONT'S OF EXPANDING YOUR TALENT)

**Fireside Chat on 'Managing Volatility of Hiring Demand in
a Global Organisation – Avoiding Being A Victim'** with

Paul Bowles, VP, Global TA & Intl. Mobility, Nokia

15:30

How Accenture is striving for Hiring Excellence -

Tom Sayer, Associate Director, Global Recruiting, Accenture and
Johnny Campbell, Co-Founder & CEO, SocialTalent

16:00 CET

Coffee & Networking

16:30

Agile organization for Internal Talents -

Gabriele Silva,
TA Director EMEA, VF Corp. (Vans, Timberland, Kipling,...)

17:00

Driving Organizational Agility -

Ali Nawab, CEO, Agentnoon (15min.) and

L&D strategies to create an employer brand -

Antonio Torres, L&D Consultant, Rosetta Stone (15min.)

17:30-18:00

Panel Discussion on the 'Future of Recruitment' with
speakers from the Day

18:15-22:30 CET -

Casino Night @ the Maritime Museum

9:15 CET

Opening of day 2 by the Moderator:

Colin Minto, Global TA Leader, IQ-EQ, HSBC, JLL, Marriott, G4S &
Richard Bradley, VP Global RPO, KellyOCG

9:30

Blending Employee Experience, Culture and Employer Branding –

Hannah West, Global Head of
 Employer Brand and Employee Experience, Pega Systems

10:00

A Sustainable Performance Culture fit for the 21st century –

Birthe Mester, MD, Global Head of
 Behavioural Insight & Culture Change, Deutsche Bank

10:30 (OR WORKSHOP DO AND DON'T'S OF EXPANDING YOUR TALENT)

Our Employer Branding Journey -

Aisling Stewart,
 Associate Director of Employer Branding, Novartis

11:00

Motive & Inspire Your Workforce; Increase Engagement, Performance and Retention with Vulki -

Anthony Marzetti, VP of Product Strategy and Evangelism, Akeron

Scaling human Skills Development - Lessons from a Fortune 500 -

Philip Trumper, HR Director, P&G and Darrin Murriner, Co-Founder and Peggy Murriner,
 Sr. Applied Coaching Content Consultant, Cloverleaf

12:00

**Developing an Award-winning EVP:
 the good, the challenging and the opportunities -**

Nathalie Plavonil, Global Employer Brand Manager, TUI

13:30 CET

Lunch & Networking

15:00

AI, Our Global Work Assistant -

Tirso Pérez Socías,
 Enterprise Account Executive & Country Launcher, Deel (15min.)

15:00

Crafting a compelling EVP: best practices and common mistakes -

Lukasz Trzeszczkowski,
 Group Employer Branding Strategy Project Manager, Orlen

Fasten Your Seatbelts for a Digital Mentoring Journey:**Turkish Airlines Case -**

Nilay Turhan, Talent Development, Turkish Airlines &
 Tugba Guven, Talent Development, Turkish Airlines &
 Ozlem Sarioglu, Managing Partner, SparkUs

15:30

Manager: The Lynchpin of Engagement! -

Manjuri Sinha,
 Global Director Talent Success and DEI, OLX Group

HRcoreLAB SUMMIT

Building a world-winning VP
The good, the challenging, and the opportunities

The Power of Connection

Blending Employer Branding, Culture and Employee Experience

Hannah West, Global Head of Employer Brand and Employee Experience
hannah.west@pega.com

INTERESTING TOPICS

Driving org agility

All Nawab, Chief Executive Officer
Agentnoon

Our Employer Branding Journey

2023 – 2024 and beyond
Aisling Stewart
Employer Branding Lead, Novartis

NOVARTIS | Reimagining Medicine

INTERESTING TOPICS

Leadership Development and Future of Work

Antoinette Irvine, VP-HR Global SC, Unilever

1

Adapting to Change

- Recognizing the rapid pace of change in the workplace
- Highlighting the importance of agile.

2

Leadership Development Strategies

- Discussing innovative approaches to leadership development.
- Leveraging technology and digital platforms

3

Future Work Trends

- Exploring emerging trends shaping the future of work.
- Anticipating the impact of these trends

4

Building Future-Ready Leaders

- Outlining the key competencies and skills required for future-ready leaders.
- Emphasizing the role of inclusive leadership.

The expectation Gap between Employer and Employee

Antoinette Irvine, VP-HR Global SC, Unilever.

Employee Expectations

- ➔ Freedom and empowerment to operate
- ➔ Flexible contracts & hybrid working
- ➔ Team based performance to personalised reward
- ➔ Inclusive leadership styles & workplace
- ➔ Future fit skills

Employer Expectations

- ➔ Paternalistic and structured hierarchies
- ➔ Engaged and connected workplace presence
- ➔ Performance outcomes against stretching company goals
- ➔ Social responsibility – diversity of talent
- ➔ Future fit careers

INTERESTING TOPICS

Blending Employee Experience, Culture and Employer Branding

Hannah West, Global Head of Employer Brand and Employee Experience, Pega Systems

WHO declares loneliness a 'global public health concern'

The World Health Organization has launched an international commission on loneliness, which can be as bad for people's health as smoking 15 cigarettes a day

The Guardian

The loneliness epidemic: Nearly 1 in 4 adults feel lonely, new survey finds

By Taylor Nicioli, CNN

🕒 5 minute read - Updated 7:00 AM EDT, Tue October 24, 2023

Developing a compelling Gen-Z proposition

Maya Tsankova, Group Employer Branding & Digital Comms. Lead, Coca-Cola HBC

- Understanding the **unique characteristics, values, and preferences** of Gen-Z and create a meaningful connection.
- Creating initiatives, products, or campaigns **that resonate with Gen-Z's** digital habits, social consciousness, diversity, and desire for authenticity.
- Incorporating interactive and user-generated content to **encourage active participation and engagement** from Gen-Z
- **Leveraging social media platforms and digital channels** to reach Gen-Z where they are most active.
- Collaborating with **influencers or ambassadors** who resonate with Gen-Z values and interests to amplify the proposition.
- **Coca Cola HBC is hiring more than 200 people per year.**

Driving Organizational Agility

Ali Nawab, CEO, Agentnoon

Winners have a common quality, they move 10-100x faster than everyone else. Harvard Business Review

75% of the companies on the S&P 500 will have disappeared by 2027 - McKinsey & Company

INTERESTING TOPICS

Demystifying AI for talent acquisition - Hype vs Reality

Matt Poole, Global Head of Service Evolution, AMS

80% of Gen-Z is willing to use multi-platform digital journey.

2/3 of Gen-Z is reluctant to work in a company poorly ranked.

The time to reach 1M users for Netflix was 3.5 years and for **Chat GPT 5 days**. Technology is moving at an impressive pace.

10,000USD can be saved per hire by the use of generative AI.

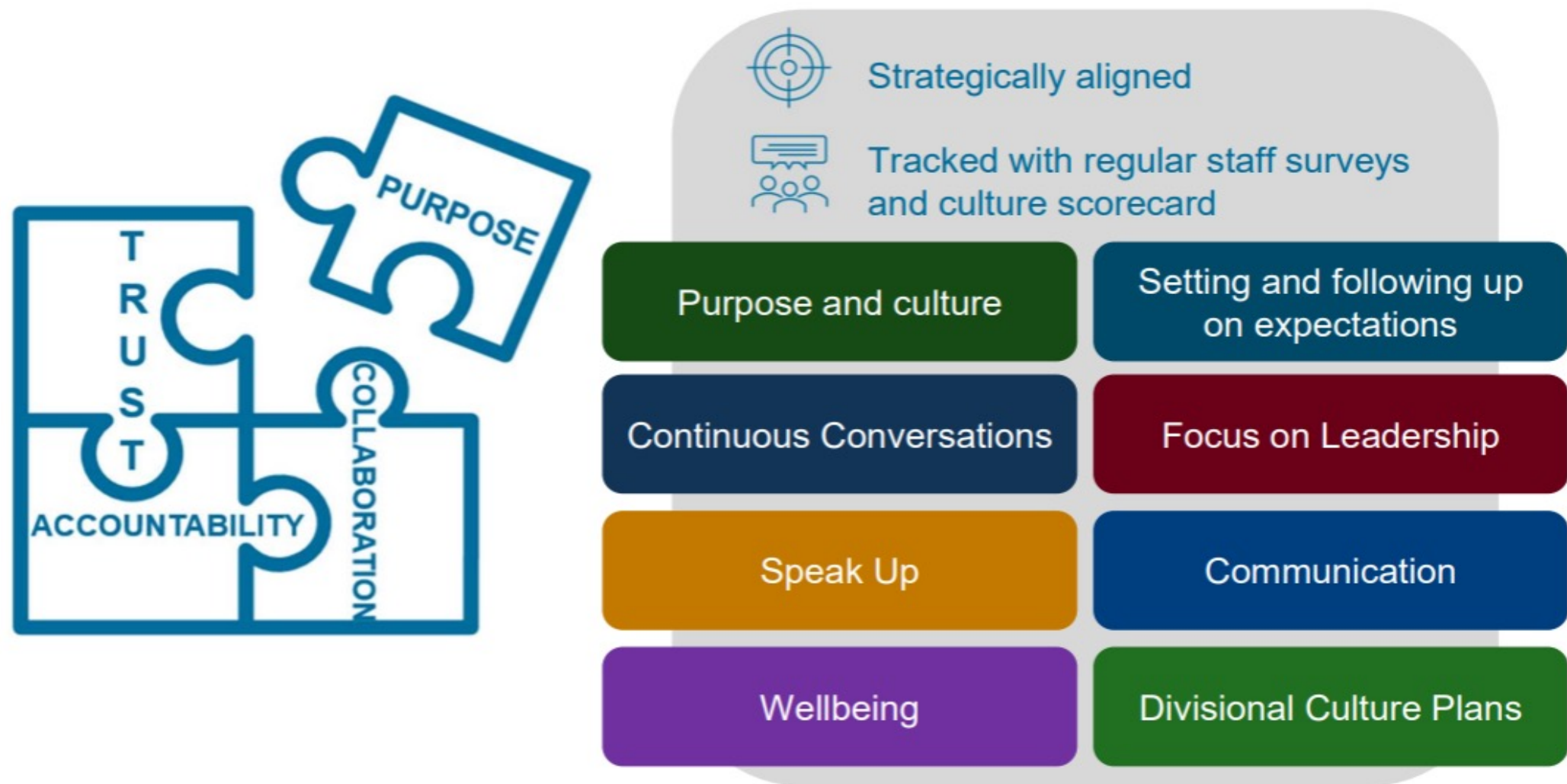


INTERESTING TOPICS

A Sustainable Performance Culture fit for the 21st century

Birthe Mester, MD, Global Head of Behavioral Insight & Culture Change, Deutsche Bank

Clarity, transparency, openness



Why behavior matters?

INTERESTING TOPICS

Why chase new talent if they are going to be gone in 1 year

Calle Vestman, Country Manager & Senior Advisor, Ennova

Rethinking Priorities

- Aligns with long-term organizational stability and success.

Learning from the Past: The Nokia Case

- Loss of critical expertise and innovation capability.

Investing in Retention Strategies

- Building a positive work culture

The Cost of Attrition

- Financial implications (Recruitment expenses, loss of productivity) and Intangible costs (Erosion of company culture, decreased morale).

A Nordic Case Study

- Insights into fostering high retention rates and employee satisfaction.

INTERESTING TOPICS

Recruitment Trends

Anna Sypniewska , EMEA Talent Acquisition Manager, American Express GBT

Emphasis on **Soft Skills** and **Emotional Intelligence**

Remote work distributed in teams

Digital Recruitment and **Automation**

Data Driven Decision Making

Employee Branding and **Candidate Experience**

DE/I initiatives

Skill based hiring

Agile and flexible hiring practices

79% of candidates expect a personalized experience throughout their recruitment journey.

52% declined a job offer because of a poor experience with the potential employer during the hiring process.

Manager: The Lynchpin of Engagement!

Manjuri Sinha, Global Director Talent Success and DEI, OLX Group

Organizations		Employees
<ul style="list-style-type: none"> • 75% have an on-site attendance requirement. • 26% report their employees fully comply.^a 	Flexibility Controversy	Almost half say the costs of going to the office outweigh the benefits (only 12% disagree). ^b
58% are confident they can meet their performance targets in the coming year. ^c	Productivity Anxiety	45% worry they can't sustain their current level of performance over the next year. ^c
The average annual number of enterprise changes has increased from 2 to 10 since 2016. ^d	Transformation Deficit	43% are willing to change their behavior to support organizational transformation (down from 74%). ^d
63% trust their employees. ^e	Mutual Mistrust	53% trust their organizations. ^e

INTERESTING TOPICS

The art of Happy Marriage, The alignment of Business Goals with Human Resources

Gerard Penning, Board member Alliander and former CHRO, ABN AMRO Bank.

HEAR BOTH

FEEDBACK

MUTUAL UNDERSTANDING

CLEAR GOALS

PERFORM OUTSIDE ACTIVITIES

BUILD TRUST

PUT HUMOR

PROVOKE THINKING

LISTEN, LISTEN, AND LISTEN

EMBRACE



What people skills are unique to the organization?
What are competitors doing?

INTERESTING TOPICS

Hiring Excellence | Optimising for people impact

Tom Sayer, Associate Director Global Recruitment, Accenture.



Understanding Our Business

I know how Accenture operates, including its ecosystems and industries, and I know how to be successful as a Recruiter here.

Recruitment Business Partnering

I feel confident in the relationships I have built with my Hiring Managers, and in my role as an expert.

Experience Curation

I know how to deliver exceptional experiences to my candidates and Accenture stakeholders.

Assessment & Interviews

I can accurately assess and identify what good looks like across skills and behaviours.

Negotiation

I can articulate Accenture's EVP well and know how to advocate for Accenture and my candidate.

HRcoreLAB^{SUMMIT}

IEF TAKEAWAYS

IESF TAKEAWAYS

- No words used as “Selection” nor “Recruitment” -> **Talent Acquisition**
- **AI:** MsTeams can write a **summary of a digital interview.**
- **Only 12% of Managers think that remote working is being productive**, while workers think they’re totally productive working from home. Different perception.
- As examples, Ericsson is **looking to hire** in LATAM (Mexico and Chile), and Spain. Coca-Cola HBC in Hungary, Romania, Poland... **we have made the contacts.**
- Unilever has done **+500 assessments with Russell Reynolds.**
- **Less and less talent** getting out from Universities.
- 15% of their hires (NOKIA) **requires a move from one place to another** one (geographically). They move +2,000 people per year.

IESF TAKEAWAYS

- **Negotiate from IESF** with potential suppliers of:
 - English classes for our teams.
 - Software, Tools...
- **Sustain Our Values;**
 - Make sessions to go one by one and note what are we doing to sustain it.
 - What should we stop doing?
- **First thing First.**
- A Study made by Dekra over 50,000 people in 12 countries determines that **80% of the private email accounts are not opened.**
- **70% of engagement comes from the managers.** (OLK)
- Accenture hires +200,000 people every year. They have **over 6,000 internal recruiters.**

IESF TAKEAWAYS

- **‘Fundamental Uncertainty’** Get comfortable making decisions knowing you can’t know everything
- “AI will not replace people – but **people who use AI will replace people who do not.** (IBM)
- **RECRUITMENT PROFESSIONAL CREDENTIAL:**
 - 1. Understanding our business** (in our case, our clients’ business):

I know how my client “X” operates, including its ecosystems and industries, and I know how to be successful as a Recruiter here.
 - 2. Recruitment Business Partnering:**

I feel confident in the relationships I have built with my Hiring Managers (clients in our case), and in my role as an expert.
 - 3. Experience Curation:** I know how to deliver exceptional experiences to my candidates and clients’ stakeholders.
 - 4. Assessment & Interviews:** I can accurately assess and identify what good looks like across skills and behaviors.
 - 5. Negotiation:** I can articulate our clients’ EVP (Employer Value Proposition) well and know how to advocate for my client and my

LANA FAUST – **MOL GROUP**
Group HR Senior Vice President

ANNA SYPNIEWSKA – **AMEX GBT**
EMEA Talent Acquisition Manager

TOM SAYER – **ACCENTURE**
Global Associate Director, Recruiting

ELENA SOZONTOVA – **TUI**
People Experience and Culture Manager

JOHANNA HUMMER – **SANOFI**
HR Leader VP and International Executive

NIKA BONE – **HS PLUS**
Recruiting Specialist

TUGBA GÜBEN – **TURKISH AIRLINES**
Talent Development Specialist

LINDA DUMANI - **CASHBUILD**
Human Resources Manager

TEODORA STOYANOVA – **COACH HUB**
Client Director

PETAR DIVJANOVIC - **DEKRA**
Head of Digital HR Solutions

NATHALIE PLAVONIL – **TUI**
Global Employer Brand Manager

MANJURI SINHA – **OLX**
Global Director Talent Success and DEI

AISLING STEWARD – **NOVARTIS**
Associate Director of Employer Branding

GEMMA RAFOLS – **MERCK**
E2E HR Global Solutions Experience

GABRIELE SILVA – **VFC**
Talent Acquisition Director EMEA

PAUL BOWLES – **NOKIA**
Global Talent Acquisition

HANNAH WEST – **PEGA SYSTEMS**
Global People Exper. and Employer Brand
Leader

IMENE ZIDI- **ERICSSON**
Head of TA Europe & LATAM

DEMETRIO PENSABENE – **ASML**
Head of TA Methods & Insights

**NETWORKING
CONTACTS**
&
POTENTIAL
INTRODUCTIONS TO
OTHER **IESF** PARTNERS



CLIENT SWITZERLAND
AUDEMARS PIGUET

IESF

FREDERIC CHARDOT

Chief Human Resources Officer

COFFEE BREAK



IESF

15 MINUTES





STUDY MANDRAKE:
100 CEOs from Quebec

IEF

NORMAND



GRUPE
MANDRAKE

CEO SURVEY



OBJECTIVE

LOCALLY

Create/nourish relationships within the community of decision makers.

GLOBALLY

Continue to establish IESF as a global executive search network with an impressive reach amongst the international business leaders community.



Help us as individual firms to
answer the dreaded question...

“Why should I do business with you?”

Imagine a survey
where the IESF can
claim to have
spoken to a 1000
decision leader
across the world !!!



“In business you are either cheaper or different...
You can't be neither and you can't be both”



Most likely, all of us
want to be different

How about
creating a
pretext to have
a conversation
with top decision
makers?



A close-up photograph of a person's hands holding a white smartphone. The person is wearing a white button-down shirt. Their right hand is holding the phone, while their left hand's index finger is pointing at the screen. The background is a plain, light-colored wall.

15-minute phone call
with CEO/GM/BU leader

How do I make this happen?

Email/text message requesting a 15-minute phone call (max 15 minutes ...) to discuss a project.

Book the call and ask the question :

“What are the three most important issues on which you will focus as a CEO for 2025?”



Information is
gathered on
the spot



Information sent
centrally, tabulated and
formatted into a report
(local and global figures)



TIMELINE

Info gathered in Q4 of 2024

Tabulated, edited, and distributed
by end of February 2025

Imagine a survey where the IESF can claim to have spoken to a 1000 decision leader across the world !!!

FOLLOW UP: Partner support Questions & Sharings



CLOSING NOTES



IESF





CLOSING NOTES

- Thanks to our hosts Vincenzo and Rahma
- Next Regional Meeting '25 & '26, Could be Oslo, Stuttgart, Vienna, Budapest, choice to be made
- AGM Amsterdam, October 7th - 10th

**LUNCH AT
SARDINE RESTAURANT**



IESF

11.45 AM - 2.00 PM





**3.00 PM: the cailler chocolate factory
+ WORKSHOP**

6.30 PM: VISIT THE GRUYÈRES VILLAGE

7.00 PM: DINNER AT FONDUE RESTAURANT

10.00 PM: DRINKS AT CLUB MED

FREE TIME



*DEPARTURE FROM
THE RESTAURANT
BY BUS AT 2.00 PM*

IESF

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