

# S+T+C+P

*Search + Growth*

## SEARCH & GROWTH

**S+T+C+P** is a well-established executive search firm working closely with top quality organisations in the UK and internationally.

Many of you return to **S+T+C+P** time and again.

### Why?

Because you get top quality people who fit in well and tend to stay with you.

What's more, you can now use our search and HR expertise in growing your own talent, alongside the external search solutions for which **S+T+C+P** is renowned.

## SEARCH

**S+T+C+P**'s reputation in search is built on:

- © A track record of finding top quality people with the right personal chemistry who fit in and stay
- © Long-term relationships and in-depth business understanding
- © The proven ability to apply our search expertise in new and dynamic sectors
- © The ability to operate internationally and deliver leaders and managers with cross-border and cross-cultural capabilities

We can therefore offer you:

- © A commitment to personal and professional service, with focus on the long-term success of your business
- © A strong team of consultants with extensive search and senior international management experience
- © Expertise in depth in key industries and sectors
- © Targeted and transparent research, delivered by our in-house team and conducted internationally, as appropriate
- © Access to our extensive network and database of senior people, built up over many years

## GROWTH

**S+T+C+P**'s consultants have not only extensive search experience but also senior and international HR and management expertise. Over their careers, they have learnt, through both success and failure, how to deal with many key questions on people management, such as:

- © Growing our own talent – *Do we have the right resource planning and retention strategies?*
- © Auditing our leadership and management calibre – *Do our key people have what it takes to deliver what's important to us?*
- © Creating a learning environment – *What's the benefit of coaching for our executives and senior managers?*
- © Developing our HR strategy – *What talent do we need to source and develop in order to deliver our business goals?*
- © Managing change – *Do we have the right people to manage our changed business?*
- © Improving employee communications – *What's the legal position on information and consultation and national works councils?*

We are able to bring our expertise and experience to these and many other strategic and practical HR questions, which you may be facing now or in the future.

We can help your business improve its performance, not only by finding top-quality people but also by helping your people with the change and growth they will need for the future.

## Some examples of what we have done ...

### International

A US industrial group needed a senior, multicultural European SVP of HR, a new position, able to impact all the businesses from a 'virtual' European HQ and as often, not identified with one of the dominant European cultures. Systematic research into multinationals covered over 15 countries. Ultimately, a Swedish candidate with broad international expertise, accustomed to operating in a matrix structure was selected. He opted to be based in Brussels.

### Success Succession Planning

A Scandinavian multinational with a strong presence in the Middle East anticipated a problem with the retirement of its regional technical director, partly because the region is considered unattractive as a working location. STCP applied its *Virtual Shortlist* concept and developed a short-list of candidates in readiness. As a result, when the director finally announced his impending retirement, it was possible to make a rapid and high-quality appointment, selecting from a choice of pre-qualified candidates.

### Value-Added Services

A global automotive manufacturer was facing the familiar challenge of recruiting across the Asia region in complex circumstances – rapid growth markets, skills shortages, uneven quality of recruitment providers, joint ventures and the problem of rolling out corporate objectives across national companies. We structured and led, in Bangkok, a workshop for HR Managers across the region to help them manage their recruitment suppliers, to construct their own bespoke service instead of accepting the 'product' as offered.

