

ONE WORLD. ONE TEAM. LEADERS IN EMERGING TALENT

[www.pedersenandpartners.com](http://www.pedersenandpartners.com)

TRUST – RELATIONSHIP – PROFESSIONALISM

## PEDERSEN & PARTNERS VALUES



## PLACING TOMORROW'S LEADERS TODAY

**To achieve outstanding results in the rapidly changing global environment, companies need to focus on one key success factor: having the right management.**

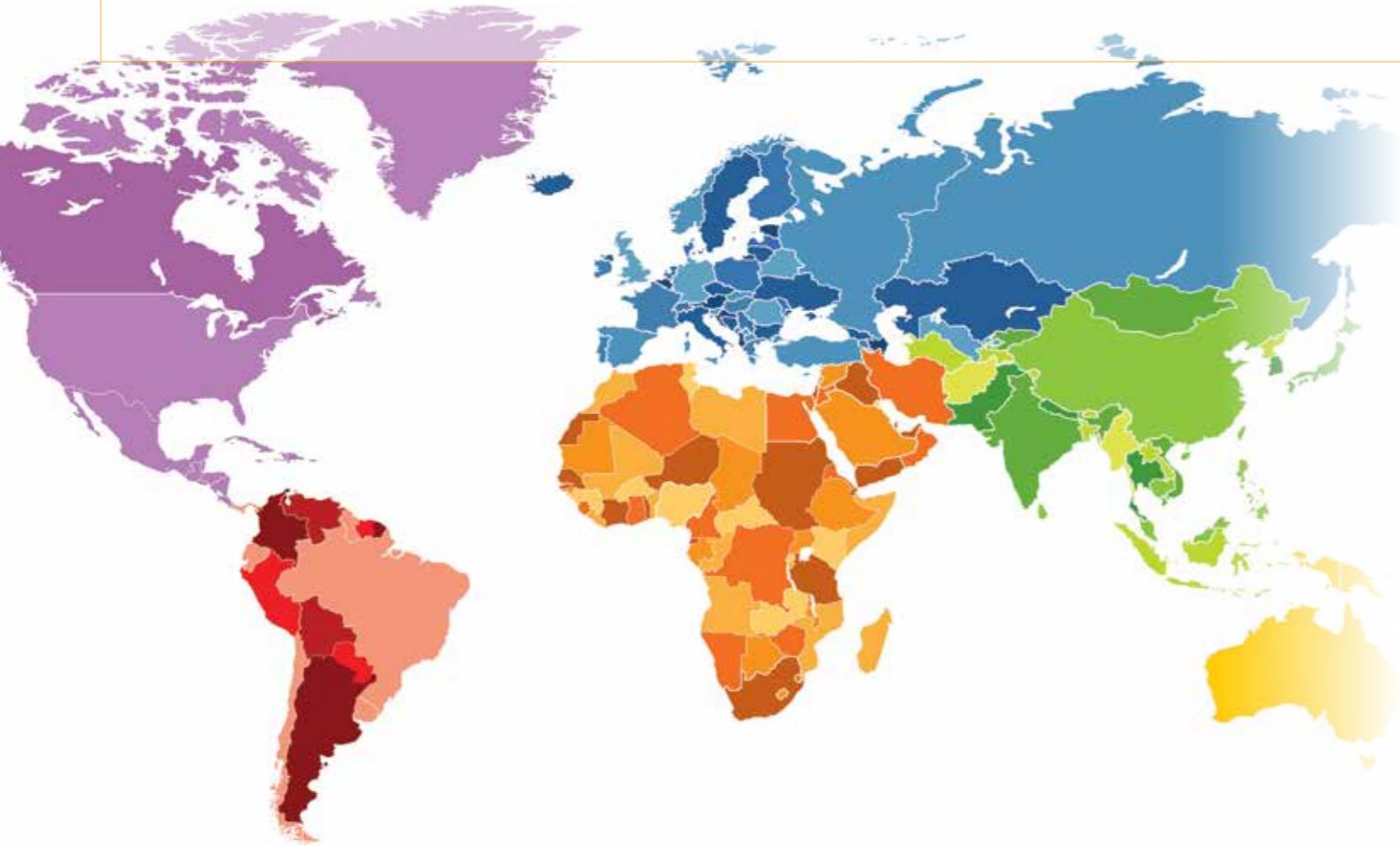
Whether the task is to implement a concept proven in other markets, restructure an acquired company, or build an entrepreneurial firm – the management team makes the difference.

One may have the best product in the world, produce fantastic marketing and have significant financial resources, but without the right management team the rest really doesn't matter.

Having a marginally better manager may prove to be significant, but having a marginally worse manager may prove to be a disaster.



## 54 WHOLLY OWNED OFFICES IN 50 COUNTRIES



**Pedersen & Partners is a leading international executive search firm, operating 54 wholly owned offices in 50 countries.**

Pedersen & Partners was founded by Poul Pedersen in 2001 with the establishment of the first offices in Prague and Warsaw. The firm is 100% owned by the partners who all work full-time to serve our clients. Today our client and quality focused approach has proven itself and we are a truly international executive search firm, with all of our capital and management resources fully dedicated to making Pedersen & Partners the best executive search firm.

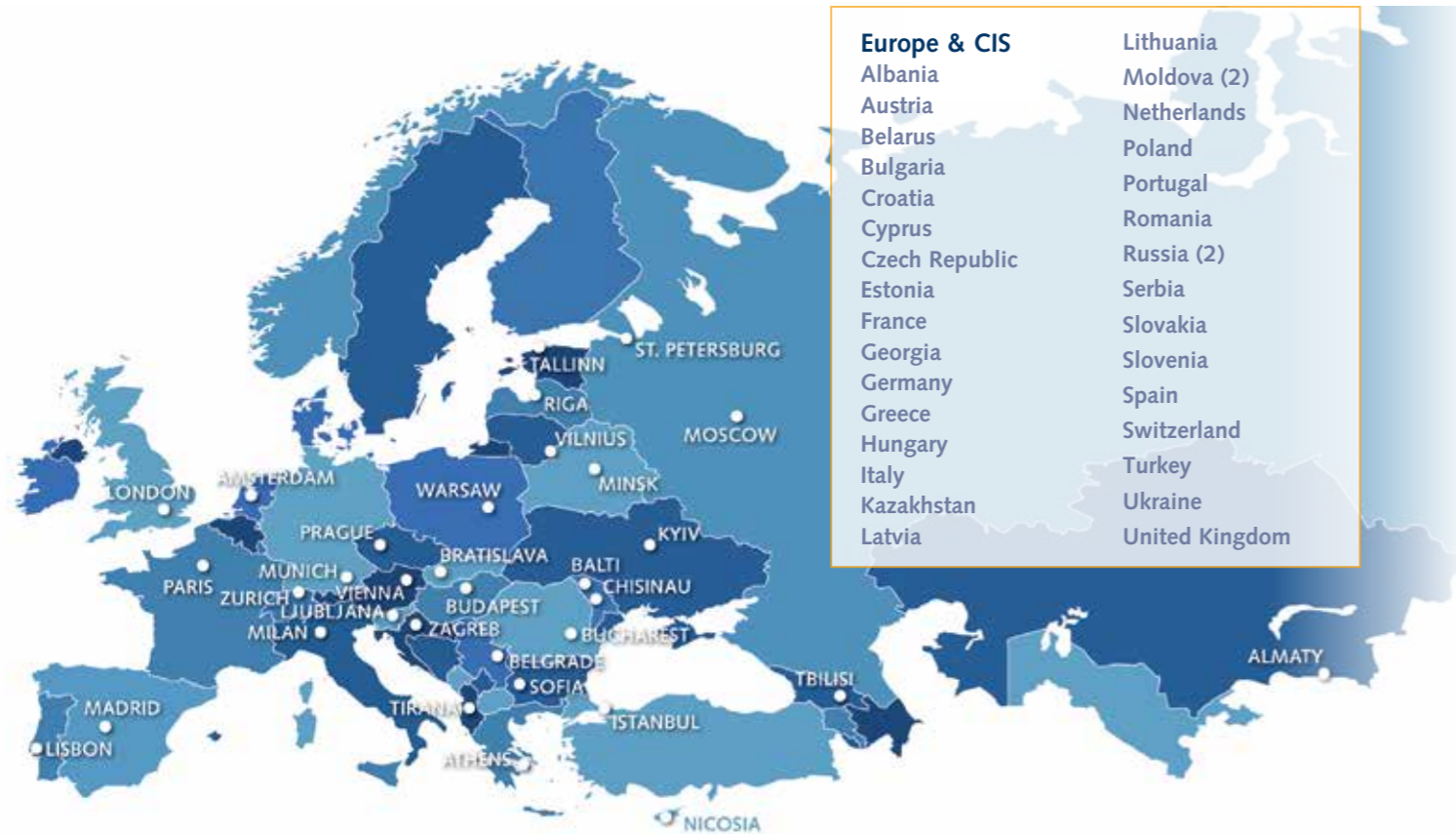
We attach considerable importance to having an on-the-ground presence, as this enables us to stay in close touch with the candidate pool and to provide real guidance on cultural issues across the markets where we operate.

We are a single profit centre partnership which ensures that we work as one team across the organisation. We provide our clients with an integrated and high-quality executive search service and deliver consistent results both locally and internationally. With our proven executive search process we help our clients attract top quality managers and leaders.

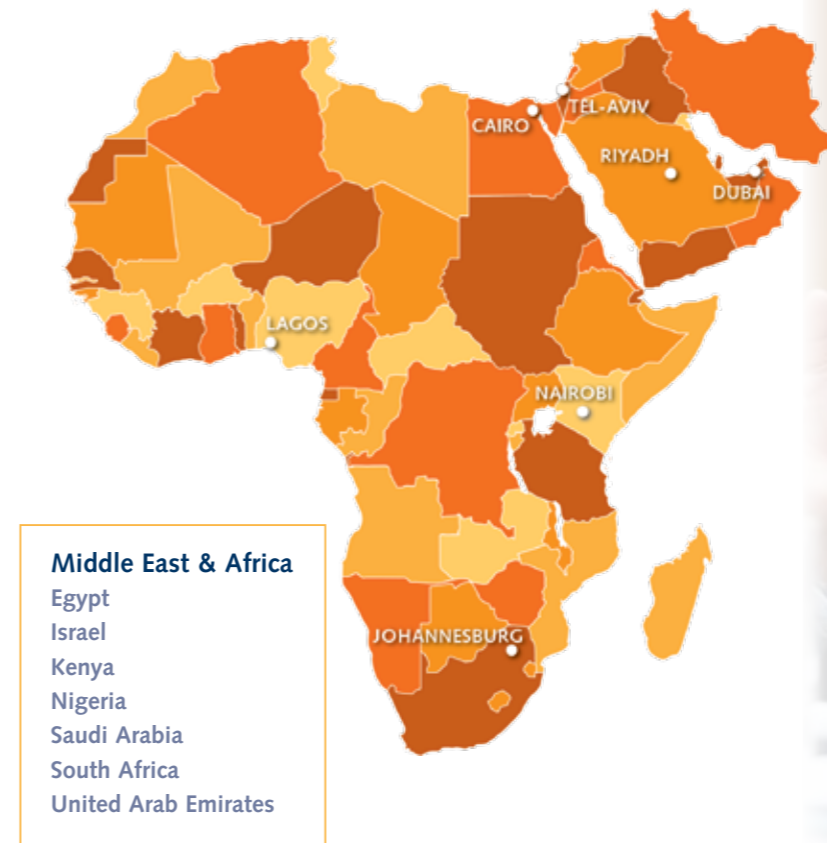
Pedersen & Partners combines its country organisation with international practice groups. Our practice group professionals are focusing on their industry practices across countries. In consequence, they understand our clients' needs, bring updated industry knowledge and a deep candidate network.

Our team is supported by robust quality management processes, an intensive training programme and a state-of-the-art IT system, giving our consultants immediate access to an extensive network of executives.

## 33 OFFICES IN EUROPE AND CIS



## 7 OFFICES IN THE MIDDLE EAST & AFRICA

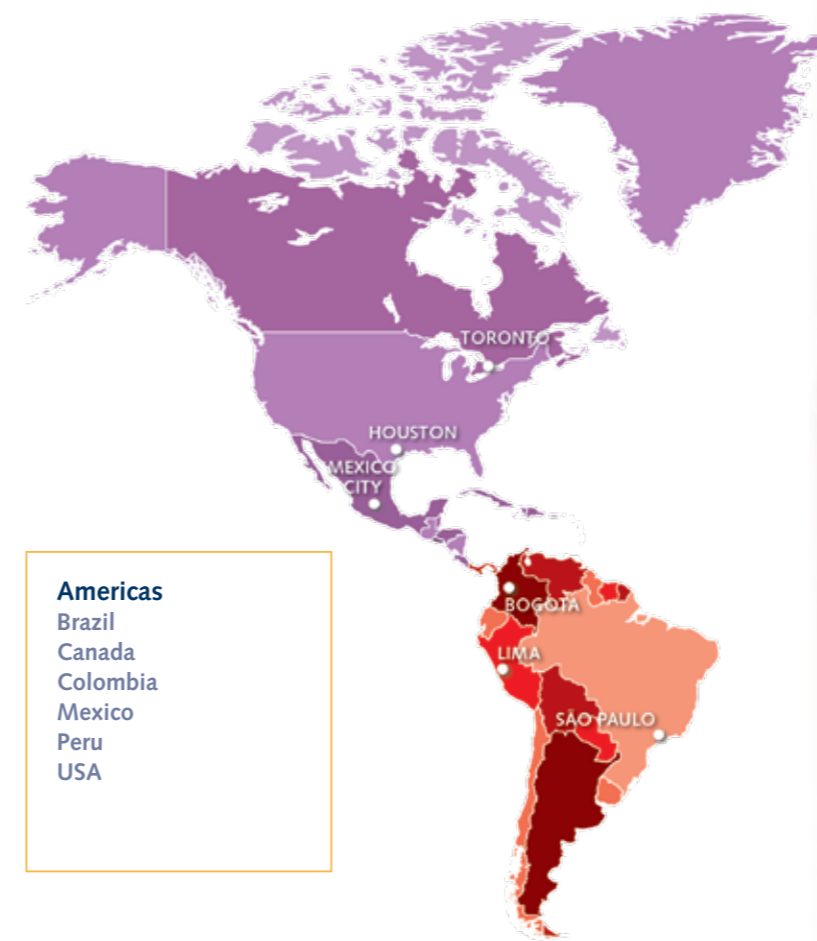


8 OFFICES IN ASIA



**Asia**  
China (2)  
India (2)  
Indonesia  
Malaysia  
Singapore  
Thailand

6 OFFICES IN THE AMERICAS



**Americas**  
Brazil  
Canada  
Colombia  
Mexico  
Peru  
USA



## THE MARKET PLACE – A WAR FOR EXECUTIVE TALENT

*Our clients emerge  
as winners*

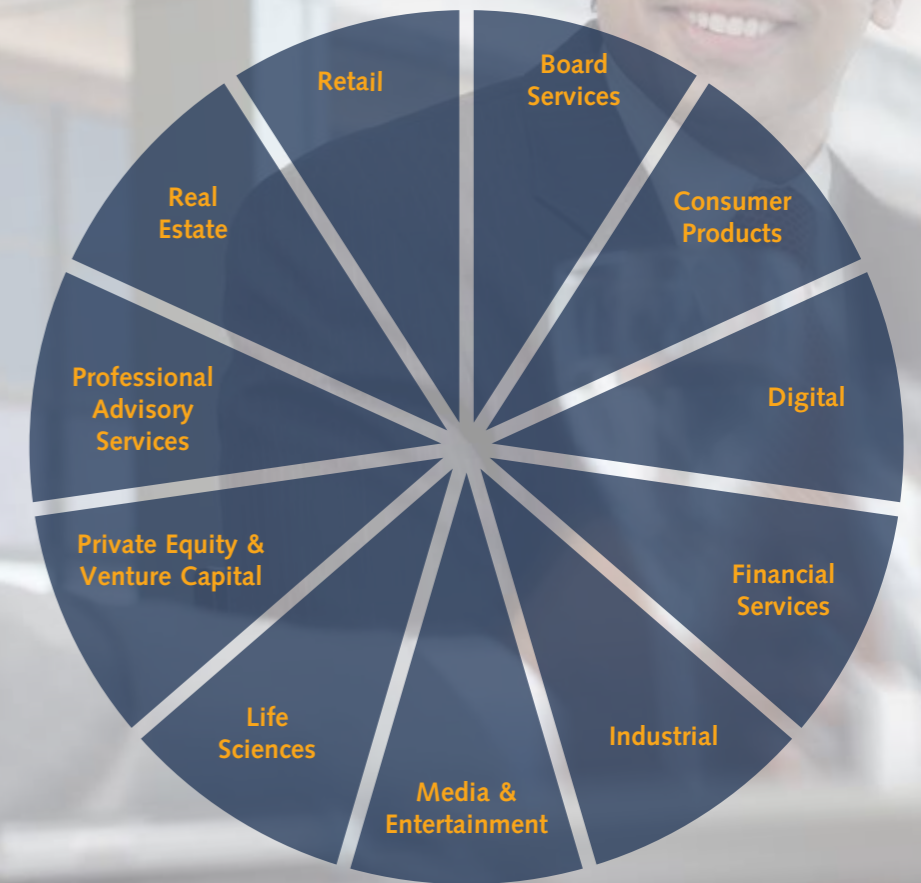
**The ability to attract top level managers has become a key success factor across industries and markets.**

Whether in the developed or emerging markets, the picture is the same – the fight for talent is getting more competitive and the pool of high-calibre managers for a particular task is often very limited.

The art of attracting and choosing the right executive has therefore become more complex and a key topic in boardroom discussions around the world.

Pedersen & Partners works as close advisors and partners to our clients in the battle for leadership talent. We help our clients emerge as the winners.

## ACROSS ALL INDUSTRIES



**Our Practice Groups ensure updated industry knowledge and a deep candidate network**

## MASTERING THE ART

### *Our clients gain a competitive advantage*

It is easy to recruit. It is difficult to recruit the right executive. Management recruitment is a task for experienced specialists. There is no shortcut and no standard solution.

Every day throughout the year our consultants work within their areas of expertise, interviewing hundreds of candidates, and bringing solutions to numerous complex senior-level recruitment tasks. Our clients reap the benefit of our experience.

At Pedersen & Partners it is our mission, every single time that we undertake a search, to find the best possible person for the defined position within the agreed time frame – nothing less.

By consistently placing truly successful executives, we have gained the trust of our clients and are able to provide them with a competitive advantage.

## FOLLOWING A STRICT PROCESS

### Planning

Define business needs and search context • Role and candidate profile description • Search plan

### Identification & Assessment

Direct search • Recommendations • Database search • Internet and other candidate sources  
Integration of internal candidates • Telephone interviews • Consultant interviews  
Competency assessment • Progress reports

### Shortlist

Shortlist of candidates • Detailed assessment reports • Client interviews • Informal references

### Select Executive

Finalist interview • Contract negotiation • Formal reference check

### Follow Up

Ensure proper start • Follow up consultation • Continuing obligations

## EXECUTIVE SEARCH AND COMPLEMENTARY SERVICES

Executive  
Market  
Mapping

Executive  
Search

Executive  
Outplacement

Executive  
Assessment

## TRANSPARENT ASSURANCES

- Full confidentiality towards the client and the executive
- We only accept assignments which we believe we can complete
- Strict and clear off-limits policy
- The client is always the company, never the individual
- We do not present the same executive to two different clients simultaneously

