



ECSSA NEWS 2019

Dear Member,

We are pleased to send you the 17th edition of the ECSSA Newsletter.

The different articles that you will read in this newsletter were written by our national members in Belgium, France, Germany, Italy, Luxembourg, Spain and the United Kingdom.

The selections share key information from these countries which we hope will be of interest and value to you.

Best regards,
Etienne DEROURE
President ECSSA

Germany

Study: Clients expect executive recruitment consultants to be particularly quick and accurate in the candidates' fit

Speed of search and fit of candidates are the most important criteria for client companies when recruiting new staff. At the same time, these two factors are considered as decisive for the cooperation with executive recruitment consultants. When searching top management positions, 70 percent of large client companies are very satisfied (just under 60 percent in the case of SMEs) with the speed of the executive recruitment consultants appointed. Alternative search channels - for example external job portals or (social) networks – are considered in both size classes in the comparison as substantially less efficient.

[Read more](#)

France

Dealing with candidates motivations: when the consultant added value makes the difference

When demand is high, supply usually gets scarce. That is true for most industries. For goods, it is easy, we just speed up the manufacturing and/or invest in production capacity. When it comes to “supply” of candidates, this does not work because the search and selection industry depends on a limited number of skilled profiles and that number cannot grow that quickly because gaining experience needs time.

[Read more](#)

Belgium

A new concept by Federgon: the ‘transition path’

Federgon, the Belgian federation of private HR providers, has recently proposed a new concept: the ‘transition path’. This new model is to be seen against the background of the increasing digitisation and the fast-changing world of work. It also meets the need for social innovation.

[Read more](#)

Italy

Talent Management – Are candidates equipped to perform?

The changing nature of work is having profound effects on talent management strategy, yet only about 50% of organizations have the information they need to make good people decisions, and 61% do not understand the workforce’s potential to deliver business results.

[Read more](#)

United Kingdom

How do we recruit the future leaders of tomorrow?

The business world is changing, advances in technology and growing economic uncertainty is making it harder and harder to predict the future leadership skills businesses will need to survive. This undoubtedly puts pressure on the executive search community to find leaders who will be able to solve the business problems of tomorrow.

[Read more](#)

Spain

The presence of women in management positions in Spain

Twelve years ago, we began to publish our annual report on the presence of women in managerial positions in Spanish organizations. On May 3, 2019 we will be publishing our 13rd edition, and I would like to make a short analysis of the evolution and make a few comments.

[Read more](#)

Luxembourg

Recruitment is a company-wide challenge

"HELP, we can't seem to recruit anymore!" We hear this from clients all the time. A headhunting agency is not the only solution to this kind of problem. Recruitment is about more than just human resources, it is a company-wide problem that some businesses will not be able to solve successfully if they do not start asking themselves some tough questions.

[Read more](#)

Imprint:

European Confederation of Search & Selection Associations ECSSA
A.I.S.B.L (Association Internationale Sans But Lucratif) No. 08.76.320.863
Avenue du Port 86c Box 302 - B-1000 Brussels
Tel.: ++49 (0) 228-9161-0 - Fax.: ++49 (0) 228-9161-61
<mailto:info@ecssa.org>
<http://www.ecssa.org>