

A photograph of a modern glass skyscraper with a unique tree sculpture in the foreground. The tree has a bare upper section and a lower section with a spherical, golden, leaf-like structure. People are walking on the sidewalk in front of the building.

BECHTEL-CONSULTING

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**The value of
Executive Search:
Why use an
Executive Search Firm?**

The value of Executive Search: Why use a search firm?



We are regularly confronted with organizations which have made the wrong hire on senior-executive level and the consequences are catastrophic: costs of replacing the wrong CEO or board member, impact on sales and market position, customer confidence, negative impact on the organization... whereas the immediate benefits of the right executive hire leads the company to the next step: shareholder confidence, organizational effectiveness, and team engagement.

Every business leader, from CEOs and CHROs to board of directors, and shareholders need to know and clearly understand what Executive Search benefits are and what kind of service they can expect to guarantee the full success of their assignment.

The attached video highlights the relevant advantages of partnering with an Executive Search firm.



Others can be mentioned: Executive Search consultants work on an exclusive, client-oriented basis and on a limited number of searches at one time.

They are engaged in all aspects of the search, from defining the candidate profile to his integration in the firm with two goals as ultimate focus:

- Developing specialized expertise, by understanding their clients' industries, their strategy and unique needs.
- Building long-term relationships based on integrity, confidence, and trust.

When it comes to look for a new challenge, top executives highly appreciate trust and confidentiality they receive from an Executive Search Consultant and they are more likely to consider a new opportunity with a convincing consultant they trust.

For any potential project, do not hesitate to challenge your Executive Search Firm on the basis of its expertise, track records and added value. Do not select your consulting firm on its level of fees: the lowest cost advisor is not likely the one who will deliver the highest value. Consider the benefit of getting the right hire in the right timeframe.

At BECHTEL—CONSULTING, we have been partnering with small, medium and large companies for 20 years and are committed to the high-quality standards of the profession! In 1995 Herbert Bechtel was elected to the board of the German Association of Executive Search Consultants (VDESB) and became President in 1997. In this role, he was primarily responsible for the strategy and the orientation of the professional association.





HERBERT BECHTEL

30 YEARS OF EXPERIENCE AS HEADHUNTER

*FORMER MANAGING PARTNER AT HEIDRICK & STRUGGLES
AND WHITEHEAD MANN (KORN FERRY)*

*HERBERT BECHTEL, 30 YEARS OF EXPERIENCE AS HEADHUNTER
FORMER MANAGING PARTNER AT HEIDRICKS & STRUGGLES
AND WHITEHEAD MANN (KORN FERRY).*



GENEVIÈVE JOASSARD

8 YEARS OF EXPERIENCE AS HEADHUNTER

15 YEARS AS CEO IN THE TOURISM INDUSTRY

*HERBERT BECHTEL, 30 YEARS OF EXPERIENCE AS HEADHUNTER
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