



Time To Make A Change

Arguably, one of the greatest challenges faced by companies during 2009 was employee engagement, particularly in those affected by redundancy and re-organisation. Only time will tell what lies ahead in 2010, but if the cautious optimism beginning to emerge is sustained then recruitment and talent management will once again come strongly to the fore.

But to be most effective, both take planning and time.

Amanda McCulloch, Managing Director, Thorpe Molloy Recruitment advises, "Throughout 2009 I regularly met with clients who had to focus on short term priorities, with longer term plans for talent management and succession planning placed on the back-burner. But, as companies begin to consider whether they have the right team going into the next decade, those hoping to make executive level appointments need to allow at least 6 months to determine skills gaps, evaluate talent development and retention opportunities and to look externally for talent."

Although the rigours of the recession have produced an abundance of exceptional candidates, this can make finding the right, long term fit for your business even harder. With so many candidates looking good on paper, knowledge of their leadership profile, ability to create emotional capital and manage employee engagement are vital differentiators.

Amanda continues, "These crucial leadership attributes are not easily quantified, but by working with management to shape how executive recruitment should support the business strategy our market knowledge and skills can make a significant difference to the time it takes to source the right business fit, especially if the external candidate is currently in-position. These negotiations can become surprisingly protracted, particularly when the candidate has spent the last 18 months successfully managing a business which desperately wants to retain them."

Amanda McCulloch is Managing Director of Thorpe Molloy Recruitment Ltd, a Scottish market leader in the provision of specialist recruitment services in Executive, Accountancy, Legal and Banking, Human Resources, Office Personnel and Engineering. Thorpe Molloy Recruitment is the Scottish Recruitment Awards Small/Medium Agency of the Year.



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