

# EXECUTIVE SEARCH RESEARCH

The #1 Research Company to Executive Search Firms

BEST TALENT

3 WEEKS

LOW COST

# ABOUT ESR



- ESR is a triple impact research company, which has provided top talent to 50 leading executive search firms since 1997, with over 3,500 recruitments conducted.
- ESR focuses on the top candidates (passive) not looking for a new job, who have to be approached individually.
- ESR covers both domestic and global assignments from our research centers in Scandinavia and the U.S.

## OUR RESEARCH TEAM

- **STAFF:** ESR has 17 Senior Research Consultants, led by Research Directors Christian Schoyen and Christin Tellefsen.
- **EXPERTISE:** ESR's team is divided into industry practice groups to ensure full knowledge of market.
- **LOCATION:** ESR's research teams are based in the U.S. and Europe.



# RESEARCH DIRECTORS



**Christian Schoyen** is the Founder/CEO of ESR. Before launching ESR in 1997 he worked as a research associate for two of the world's leading headhunting organizations; A.T. Kearney in Scandinavia and Ward Howell in Los Angeles and Chicago. Christian graduated with a BBA from Pacific Lutheran University in Washington and authored the U.S. bestseller on recruitment; *Secrets of the Executive Search*.



**Christin Tellefsen** is the Managing Director. She joined ESR in 1998. Prior to ESR Christin worked as a research associate with Korn Ferry International. She is ranked as one of the top 5 female headhunters by a leading business magazine. Christin conducted her undergraduate studies in Psychology at California Lutheran University and has co-authored several books on recruitment and assessment.

# SEMI-SEARCH

1. Profile Specification is developed



2. Mapping of target companies



3. Identification of target candidates within the target companies



4. Telephone interview/ screening of the candidates identified



5. Presentation to client of the qualified and interested candidates

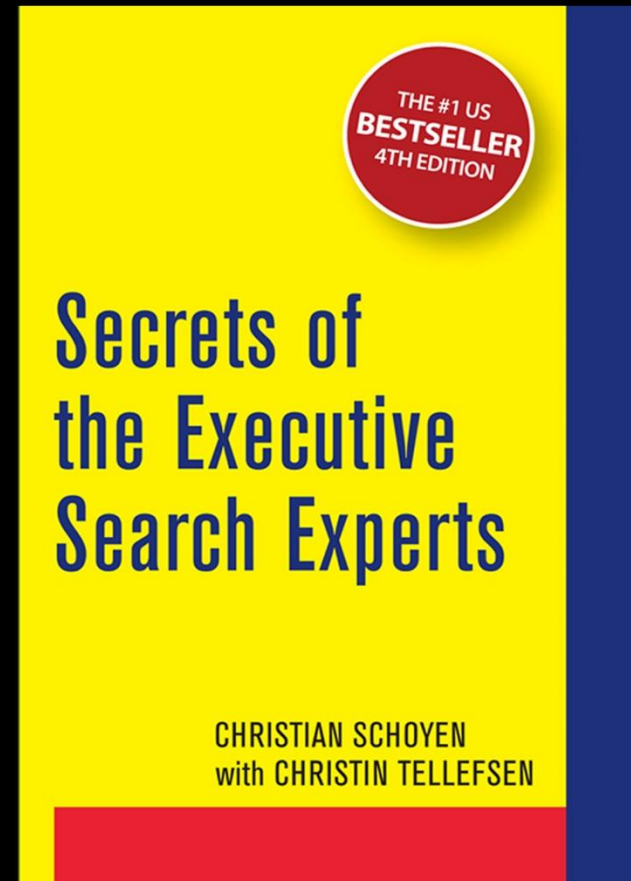


6. Client conducts face-to-face and completes the process

## OUR RESEARCH SERVICES

- **SEMI-SEARCH** - Short list of passive candidates that are highly qualified and interested according to profile specification. The client is responsible for the last phase of the recruitment process. Cost is fixed fee (regardless of level of position).

*ESR's work model is outlined  
in the U.S. bestseller*



BEST TALENT

3 WEEKS

LOW COST

**22** Years working

**50** Headhunterfirm clients

**93** Percentage hiring ratio

**3,500** Projects completed

**25,000** Candidates presented

# IMPACTFUL CSR PROGRAM

ESR's team applies their recruitment expertise by building winning community rescue teams through our CSR program, Neighborhood Rescue of America. We make a financial donation of 25% of our profit to this cause. By retaining our service our clients get both the best talent for their company and have a positive societal impact.





# ESR vs. Executive Search Firms (traditional)

|   | ESR     | SEARCH FIRMS |
|---|---------|--------------|
| Short list service (semi-search)  | ✓       | ✗            |
| Quality (Full market coverage based on own signature model presented in ESR's U.S. bestseller book) | ✓       | ✗            |
| Low fixed fee (regardless of level)   | ✓       | ✗            |
| No additional fee for multiple hires*   | ✓       | ✗            |
| Speed   | 3 WEEKS | 8-12 WEEKS   |
| Single point of contact regardless of market  | ✓       | ✗            |
| HR Analytics to increase client hiring ratio  | ✓       | ✗            |
| Company of good (25% of profit donated)   | ✓       | ✗            |

If full service executive search services is needed, we can recommend one of our over 50 excellent executive search firm clients and/or ESR's own Executive Service (full search).

# SELECT LINKEDIN TESTIMONIALS

9

*"Their structured and methodical process always succeeds and I give ESR my best recommendations."*

- Publicly Traded Technology Company

*"...ESR has time and time again produced a list of candidates who surpass my expectations... 100% satisfying results every time...I can strongly recommend the services of ESR."*

- Leading Real Estate Company

*"... just days after discussing the profile they are already serving up a list of excellent candidates."*

- Fortune 500 Company

*"...[they have] a unique skillset of assessing people, providing a very accurate 'read' on the probability of someone being successful or not in their future position... always delivers beyond expectations."*

- Government

BEST TALENT

3 WEEKS

LOW COST