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Newsletter : volume 1 : 2010

**Happy New Year from all at Snowdon
Tate!**

We would like to thank you all for making 2009 memorable. It has been an interesting and exciting year! Many of you have been very generous with your thoughts and opinions and we have created a useful series of C-level surveys and thought pieces as a result. Our In Good Company network has evolved with your help and enthusiasm; we look forward to working closely with you all over 2010.

Industry news

As we head into the New Year the UK is still enduring very challenging economic times making this the longest and deepest downturn in UK history. Although we are at long last officially out of recession it may be some time before the effects of any improvement in our economy is felt and we could still be in for a very bumpy ride. Eighteen months into the crisis we're beginning to hear some common threads from our network: You are increasingly optimistic. Your companies are more settled and now have a better idea of what to expect for the months ahead. People and growth are back on the agenda.

My colleagues are all idiots!

However, it isn't all good news. Many companies are still in a holding pattern where people are concerned. For ambitious high fliers this creates a very recessionary problem. What to do when

you've had enough of your Board's indecision or when you know you can't progress any further with your employer? Increasingly frustrated, we're hearing a distinct message – "My colleagues are all idiots and there are no jobs!" Lucy James looks at the problem and how it affects businesses and employees alike [here](#).

Sales & Marketing Director Survey

Continuing our series on C-level surveys, we asked Sales & Marketing Directors what their key learnings have been from the recession. The results were interesting and in some cases explosive, inspiring our "Idiots" thought leadership piece! Read more [here](#).

It has been a year since we began this exercise in understanding how the C-level is thinking and reacting. These surveys have been immensely popular and provoked some interesting discussions; thank you to all who have contributed. All of the surveys from 2009 are available [here](#).

Our next survey will return to CEOs, asking what actions they will be taking over the next twelve months as the economy stabilises.

**Women In Logistics – Inspiring
Confidence!**

Women In Logistics (WIL) has had a phenomenal year with membership rocketing to over 700 from its beginnings during late 2008. In this fantastic season finale on December 3rd, coaching guru

Alison Finch led a session tagged Inspiring Confidence amongst the WIL membership. The Royal Mail very generously hosted this event at the Royal Mail Innovation Lab in Rugby. Read more [here](#).

Snowdon Tate partners with Warwick Business School

Our link with Warwick Business School took an exciting new step when David Sneesby was invited to present to an international audience of MBA students on the opportunities and challenges within the retail sector. He followed this up with some in-depth one to one coaching and mentoring sessions with students seeking to make a career change following the completion of their MBA.

This successful programme is now being expanded to include additional sectors and Beth Cauldwell will be presenting to the group in the New Year as our supply chain and logistics expert.

The future of executive search

Only the most arrogant and archaic of search firms are refusing to acknowledge that the recession is affecting them fundamentally. It isn't only that companies are putting plans to hire on hold – the way that we are being engaged with as search consultants is changing. Beth Cauldwell's article entitled "[Are Headhunters Doomed?](#)" elicited a huge response from our network and highlighted a move towards businesses using search professionals as sounding boards on how to develop their strategies. A good consultant should add huge value to your business, not just provide you with a shortlist and expect you to do the rest. Demand more from your search partner – you deserve it.

Leadership through the crisis and after: McKinsey Global Survey results

McKinsey's Global Survey indicates that executives have markedly changed their leadership styles in the past year—but not their views on which ones will help companies most in the long term. Many of the most needed leadership styles, now and in the future, are those used more frequently by women than by

men, such as inspiring others and defining expectations and rewards. Read more about this fascinating survey [here](#)

Association of Executive Search Consultants update

The AESC is the "kite-mark" for our industry and there are just a small number of executive search firms in the UK which have been granted this status. We are proud to be among this group. David Sneesby, Managing Partner, represented our company at the recent meeting of UK members held in London in September. Our focus was on exchanging views and experiences in the face of the recession.

Featured Interview with Richard McEvoy

Beth Cauldwell talks to Richard McEvoy, VP Indirect Channel and Cash and Carry for EMEA in JohnsonDiversey about his life, career and his thoughts on supply chain as a route to the MD role. Read more [here](#).

Thank you for reading our latest newsletter. We hope that you found it interesting and informative. Whatever your function, as part of our network you are our business and we welcome your thoughts on areas you feel it would be useful to explore.

This newsletter is also available via our website by clicking [here](#).

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