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Welcome to our new-look newsletter!

The New Year has brought yet more exciting change for Snowdon Tate. We've rebranded (see our new website via [www.snowdontate.com](http://www.snowdontate.com)), we're bringing in more consultants to join us, we've opened up new head offices and we've introduced more services to address these changing market conditions.

There's no doubt that 2009 has been a difficult year for everyone so far. Although times are tough we're hearing some extremely positive messages from people across our network about the opportunities that are emerging for visionaries who can spot them. We look forward to connecting many more of you over the coming months.

### Industry news

Executive Search is without doubt one of the earliest indicators of how our economy is performing as it reflects the mood of business. One of the first questions we're asked during meetings is "how's business?", and no-one is surprised to hear that there is a much stronger focus on strategic appointments that will create and drive change agendas.

Most, if not all, industry sectors are now beginning to feel the pinch and Executive Search is no exception. A recent AESC

report stated that revenues are down across all global markets by an average of 38% compared with last year. We're doing much the same as you – preparing ourselves for the upturn, taking advantage of great people appearing in the market and realigning our services to support you.

### Supporting our network

We're well aware that these are challenging times for HR Directors and those who are responsible for people. Bringing in new leaders may not be top of your agenda at the moment, however justifiable it might be. We've been working closely with you, providing advice, support and guidance to help everyone through. The result is **QuickStart**, a new service to support you in exiting well-respected members of your leadership team and make sure you keep a close handle on the talent market so that you're ready when the upturn comes. Read more [here](#).

### Introducing our newest consultant

Snowdon Tate continues to expand and we're delighted to introduce Nick Williams as the newest member of our team. Nick is a highly experienced search consultant who perfectly reflects our [values and commitments](#). His field of expertise is consumer and retail and he joins us from Fitzroy Search, the Executive Search arm of the SG Group. Find out more about Nick's background [here](#).

## **The SCALA Debate**

Beth Cauldwell will be guest speaker at the upcoming SCALA Logistics Debate 2009 on June 18<sup>th</sup> at Wroxall Abbey, Warwickshire. Beth will be joined on the platform by a host of well-known industry leaders. Read more [here](#).

## **Square Pegs in Round Holes**

Is there ever a perfect candidate? Does the perfect job exist? David Sneesby reflects on the case for creativity when appointing new talent and the need to think outside the box when considering where to continue your career. Read more [here](#).

## **The Return of the Bonus**

How can we keep the best people in our businesses when we can't rely solely on cash rewards? In our latest topical thought leadership piece Lucy Theaker focuses on ways to incentivise the top performers and how to add value to your business as an employer of choice. Read more [here](#).

## **HR Director Survey**

We had great feedback following our [CEO survey](#) over the Christmas period and so we've asked HR Directors how they felt they should be supporting their businesses. Our next survey will focus on the Finance function. Read more [here](#).

## **Interview with Matt Kingdon**

Alastair Paton talked to Matt Kingdon, Chairman and Chief Enthusiast at ?What If!, about his life, career and thoughts on the economy. Read more [here](#).

## **We've expanded!**

Reflecting our continued growth we are pleased to announce the opening of a new office in Beaconsfield, Buckinghamshire. Located just 30 minutes from central London and with great road access links via the M25 & M40, Kings Head House now is the home for all of our administrative functions and is equipped with a range of

impressive meeting facilities. 23 Berkeley Square continues to provide our facilities in central London. Details for our Beaconsfield offices are [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.

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