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AESC

Newsletter : volume 2 : 2010

**Talent Management Edition**

The recession is now officially over and our economy is presenting the business community with a new set of challenges.

Our last thought piece, "All My Colleagues Are Idiots!" brought quite a reaction. Many of you were amused by the title but also told us that the sentiment resonated with them and that there is a real danger of losing great people through inattention. Many people in our network are receiving more calls from headhunters, giving rise to the problem of how to retain the best talent.

In this newsletter we look at some of the current industry thoughts and problems associated with talent retention, including a dedicated C-level survey.

**Industry news**

We work with companies in a variety of sectors and we are all seeing increased activity from our network. Businesses are increasing in confidence and beginning to make some commitments on the year ahead, and candidates are receiving more calls about new opportunities. The election is on everyone's lips at the moment and it will be some time before we know how the real impact is felt of how the government is formed. Everyone agrees that these are exciting times!

**A New Breed of Post Recession Leader**

Will companies begin to seek a new

breed of leader? Reflecting on the skills and capabilities sought by companies in their leadership teams during the past two years, it's clear that the ability to lead a business through recession, to plan and implement effective cost controls and to be able to do more with less resource have been right at the top of the wish list. Beth Cauldwell and Nick Williams explore the problem [here](#).

**Talent Retention Survey**

Continuing our series on C-level surveys, we asked CEOs, MDs and HR Directors how they planned on retaining the best talent. The patterns that emerged were striking, in particular around the differences in priorities for the two leadership groups that we approached. Read more [here](#).

It has been eighteen months 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.

All of the surveys from 2009 are available via [www.snowdontate.com/surveys.shtm](http://www.snowdontate.com/surveys.shtm)

**Featured Interview with Marc Noaro**

Lucy James talks to Marc Noaro, Customer Services and People Director for Eurostar, about his Christmas nightmare, the development of a modern transport phenomenon and how the recession is affecting the travel and leisure industry. Read more [here](#).

## **Talent Mapping – now more than ever**

As the economic revival gathers pace we are seeing some of the best and most talented people raising their heads and looking at career opportunities for the first time in 18 months. They will be selective and cautious in how they engage with the market. Their absolute focus will be on what is right for their career and we believe that the recession has led many to put more emphasis on culture than ever before. Talent mapping is a key tool in accessing this growing group. Read more [here](#).

## **Strong Ties, Weak Ties and Dunbar's number**

As LinkedIn and other social networking phenomena threaten to overwhelm us, Alastair Paton explores the theory that we all have our networking limits... read more [here](#).

## **IoD Annual Conference**

The IoD Annual Conference was held at the Royal Albert Hall and as always featured a range of inspiring leaders. This year we heard from four incredible entrepreneurs - Emma Harrison CEO A4e, Will King CEO King of Shaves, Tristan Mayhew CEO Go Ape and Simon Calver CEO LOVEFiLM. Also speaking this year were Vince Cable, George Osborne and Peter Mandelson. Some very interesting post-conference debates from a completely unbiased audience!

[www.annualconvention.iod.com/](http://www.annualconvention.iod.com/)

## **Snowdon Tate partners with Cranfield Business School to Break the Glass Ceiling**

Beth Cauldwell was invited as keynote speaker to the Women in Management Conference and Networking event - Breaking the Glass Ceiling on 14th April 2010, introduced by Professor Susan Vinnicombe OBE – Director of the International Centre for Women Leaders at Cranfield School of Management and co-author of the annual Female FTSE 100 index. Other speakers included Pat Chapman-Pincher, CEO Cavell Consulting and Debra Charles, CEO Novacroft. The event concluded with a debate on: "Success as a Woman - Is it worth it?" and ended with an evening buffet and networking session.

This was a lively and well attended event, reflected in a note of thanks from Cranfield:

"On behalf of the Cranfield Women in Management Association, I would like to thank you for taking the time off your busy schedule to share your experiences and thoughts with us. It was truly moving and inspirational. What you shared motivates us to push ourselves further to get the most out of our careers. We will definitely be working to perfect our elevator pitches and to have the confidence to know what we want and go after it - your thoughts on making that first impression count through energy, passion and personality resonates with us!"

Beth's presentation is available to view [here](#).

## **Association of Executive Search Consultants**

The Association of Executive Search Consultants (AESC) represents the only recognized seal of quality for retained executive search consulting firms on a worldwide basis. AESC Members subscribe to a strict Code of Ethics and Professional Practice Guidelines affecting all aspects of executive search, including relationships with clients and candidates. The AESC is the official body for the profession and firms are only admitted to membership following a stringent application process including references from clients and search industry colleagues, as well as site inspections and close analysis of documentation and working practices. Snowdon Tate is proud to be a recognised member of the AESC. For more information, visit the AESC at [www.executivesearchconnect.com](http://www.executivesearchconnect.com)

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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