

In this issue:

*Diversity
Introduction*

*Views from
Women at the
top – What do
they really
think?*

*Snowdon Tate
Business
Forum –
Boardroom
Diversity*

*One Minute
Interview with
Denise Wilson
from Steering
Group of the
Lord Davies
Review of
Women on
Boards*

*Signium Press
Release*

*AESC State of
the Executive
Search Industry
Q2 2011*

Newsletter: volume 3: 2011

Diversity Edition

This quarter we've some exciting news to share with you including our new venture with Signium International, further extending our reach into global markets, an update on the state of the talent market and an interview with a key member of the Davies Review on the controversial topic of diversity.

Diversity is THE hot topic of the moment and it seems that everyone has a view. We've taken the opportunity to get our teeth into this debate as the outcome will have major implications for our industry, our candidates and our clients. To get a temperature check for ourselves we've hosted a series of board level discussions on this subject and you can read the report on our findings as well as our lead feature on the subject.

The second big piece of news is that we are excited to have joined [Signium International](#), as the firm's UK partner, reinforcing our ability to continue to build our capability to deliver assignments around the world. Finally, do update yourself with our quarterly report on global trends within the executive search industry.

Please feel free to forward our newsletter to anyone you feel would enjoy reading it.

Best regards, The Partners.

Views from Women at the top – What do they really think?

The publication of the Davies Report in February this year clearly identified the continuing issue of women being under-represented on boards. Six months on and the promised review of progress is now imminent, and with only 17 of the FTSE 350 companies having set targets as suggested by the Report, David Cameron has announced he will be writing to all FTSE 350 companies to urge those who have not responded as requested to do so.

But many people may argue "Why should we, when we are in survival mode in the very difficult current economic climate, be spending time on this?"

The benefits of having a diverse board are well documented and proven through research. As the opening paragraph of the Davies Report states "Corporate boards perform better when they include the best people who come from a range of perspectives and backgrounds". And performing better needs to be at the top of every senior executive's agenda in today's cash strapped European economy.

To explore this further and to achieve a better understanding of how women who have reached senior positions managed to climb up the slippery pole, we interviewed women in senior leadership roles industry, including CEOs, MDs, HRDs, VPs Marketing, with some very insightful responses. To read the full article please [click here](#)

Snowdon Tate Business Forum – Boardroom Diversity Making It Happen

Earlier this month in line with our philosophy of 'In Good Company' Snowdon Tate, in conjunction with Martineau who has a specialist Employment Law practice, held an event in Birmingham for senior HR professionals to discuss the topical issue of Boardroom Diversity. In the wake of the Davies Report commissioned by the government to assess this issue, the forum broadly addressed the legal responsibilities of changes in discrimination legislation for companies, and secondly explored the recommendations made by Lord Davies and some practical steps organisations could implement to improve diversity at leadership level. - To read the full article please [click here](#)

One Minute Interviews....

To read the interview for Denise Wilson, who sits on the Steering Group of the Lord Davies Review of Women on Boards and is an advisor to the Technician Council – [click here](#)

New UK partner for world's second oldest executive search firm

Snowdon Tate proudly announces that, as of October 2011, it has joined Signium International as the firm's UK partner, reinforcing Snowdon Tate's ability to continue to build its capability to deliver around the world. Signium was established on the principle of "Success through Quality" as a spin-off from McKinsey more than 60 years ago and was a founding member of the industry's global representative body, the AESC (the Association of Executive Search Consultants).

"As the number of international executive searches we are managing has more than trebled over the last two years it made perfect sense for us to join Signium International, giving us world-class capability across all international markets. Culturally and professionally Signium is a great fit for us, accelerating our capability to meet the needs of our clients who are increasingly looking for international solutions to both their domestic and global search assignments." David Sneesby, Managing Partner of Snowdon Tate Executive Search - To read the press release [click here](#)

AESC State of the Executive Search Industry Q2 2011

Strength of Demand for Executive Talent Continues

Q2 Data Indicates C-suite Recruiting is on the Rise across all Major Regions - with Particular Strength in New Markets.

Second quarter data just released by the global Association of Executive Search Consultants (AESC) revealed a continued rise in senior executive recruitment activity worldwide following the industry's return to growth since early 2010. The number of new executive search mandates rose +8% year-on-year (from Q2 2010 to Q2 2011), while the quarterly picture saw searches increase by +5.4% (from Q1 2011 to Q2 2011).

Most industries experienced a steady upward trend in the second quarter of 2011 with significant quarterly and yearly growth, including the Industrial, Consumer, Life Sciences/Healthcare and Financial Services sectors. Financial saw the most notable quarterly rise, up +19%, as it continued to regain its former leading market position. Technology was the only industry to fall in senior executive recruitment activity, both yearly (-3%) and quarterly (-6.7%), in Q2 2011.

AESC President, Peter Felix, commented: "During the past quarter executive search has once again shown considerable strength in most parts of the world and even shows promise of soon surpassing its all-time peak of 2008. Increased search activity has been seen in all major regions but especially in the emerging markets where Central/South America saw exceptional quarterly growth in the number of new searches started. The strength in other markets has been less consistent and there is some evidence that in established markets such as the UK, Germany and France there is a flattening of demand" To read the full update [click here](#)

We hope you've enjoyed reading about diversity and the latest news in our newsletter, finding it helpful and informative.

We always welcome feedback and are open to suggestions for our next edition; we'd love to hear from you.

This and previous newsletters are available via our website by [clicking here](#)

ingoodcompany@snowdontate.com
www.snowdontate.com/contact.shtml
www.signium.com