



"People are your most important asset" Is wrong.
The *RIGHT* people are.

Jim Collins, author of Good to Great

Talent search

www.tal-search.com



Talent search

Who are we?

What we do?

What distinguishes us?

Where are we?

Who are we?

Presentation



Talent Search has been funded in 2000, in Portugal, and three years later its activity was extended to Spain. Nowadays, Talent Search has a strong influence in the Iberian Market, due to a very solid consultants team.

Talent Search is implementing the Executive Talent Management in Angola this year, in order to help the iberian clients to enter the african market.

Talent Search Angola has already a team in the area that will search, develop, recruit ,evaluate and preserve the best professionals.

Who are we?

Our Mission



To help each client managing its most important asset - TALENT - by searching, recruiting, evaluating and maintaining the best and the most qualified professionals.

Our Vision



To become the reference consultants in the search and talent management business in Spain, Portugal and in the african market (specially in Angola) being identified as the best in clients' business knowledge, in the quality of the delivery and in the dedication to help our clients achieve their goals.

Who are we?

Our Core Values

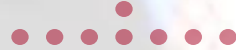


- **Flexibility** in our relationship with each client. We control the business' variables and we use advanced technology in our projects. We are able to adapt ourselves to the clients' expectations and environment regarding fees and milestones.
- **Integrity** in assuming our commitments in all of our relations with clients, candidates, suppliers and employees.
- **Rigour** during the development of the projects, delivering a detailed and customized result in order to achieve or exceed clients' expectations. We are concerned about the delivery of the suitable **RoT[®]** (Return on Talent) for the project.
- **Team Work** between the client, partners and employees. The client is part of all and each of the phases of the project.

Our core values are inegotiable!

Who are we?

Our Team



Team led by José Caetano Silva

José Caetano Silva is Managing Partner of **Talent Search** and has 14 years of leading practices of executive search and more than 20 years on Strategic Consulting, Change Management and Information Technologies.

José Caetano Silva has graduated as Electronic Engineer at Coimbra University (Portugal) in 1984, and developed great part of his professional career in Accenture (Spain and Portugal). He managed Systems Integration projects, in the first stage, and Change Management projects, during a second stage, for clients of the Financial Services, Retail and Distribution sectors. In between those two stages, he was Electronic Banking Director in a major British Bank in Lisbon, and Chief Information Officer in a national Insurance Company for four years.

José Caetano Silva develops Executive Search and Leading Strategic Consulting projects since 1995, having funded **Talent Search** in Portugal in 2000 and in Spain in 2003. He has first line positions processes and their direct reports in different areas and sectors leading experience not only in Portugal but also abroad (including Spain, Angola, Poland, Greece and Italy).

Who are we?

Our Team



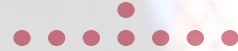
Ishel Mallach is leading the office of Spain and has previous Executive Search experience.

With a degree in Economics, with Business Administration specialization, Ishel Mallach has also a Master ADEC by Instituto Internacional San Telmo and a Master in Corporate Coaching (Newfield Consulting).

During her professional experience she was Marketing Deputy Director at GDM - Grupo Prisa and was Manager of executive search at Leaders Trust International consulting firm. Prior to lead Madrid's office of **Talent Search**, she was Partner at Konsac, being in charge for Distribution and Media practices.

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What we do?

Our Services



Our Core Values

Flexibility

Integrity

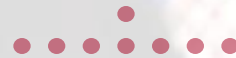
Rigour

Team work

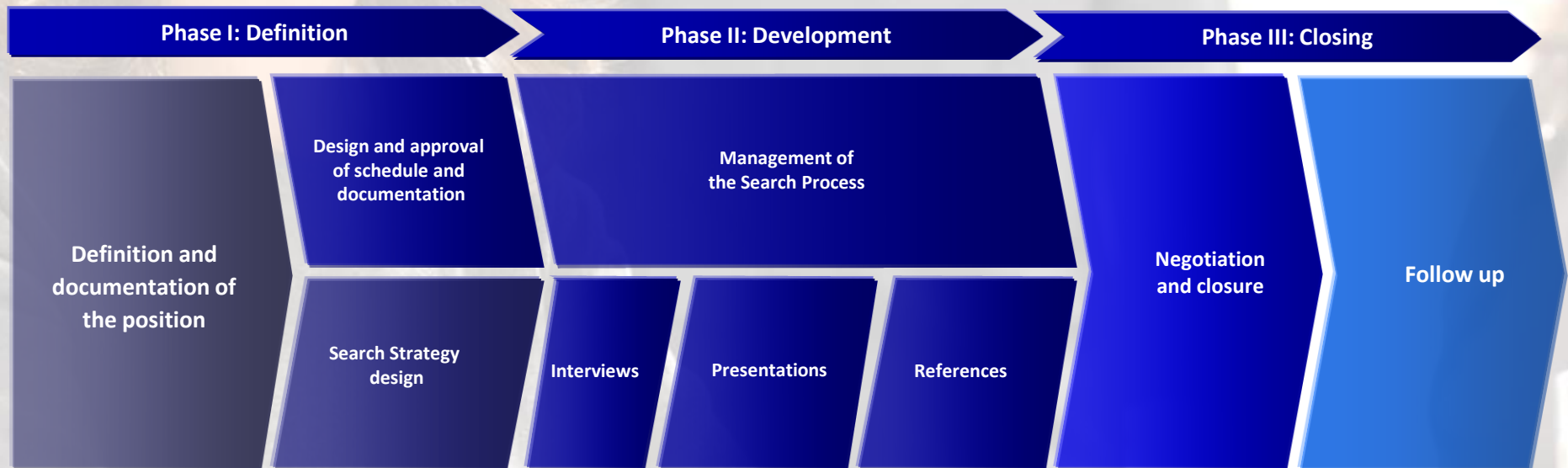


What we do?

Executive Search



- **Executive Search** – We search and choose the Senior Executive under a concept and matrix which maximize the **RoT**® (Return on Talent).



What we do?

Executive Search

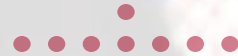


Approach and Methodology:

- The client shares with **Talent Search** the profile of the candidate to be hired and a description of their duties in the company.
- From this briefing, **Talent Search** defines a search strategy in which it comprehensively identifies candidates who meet the conditions required by the client.
- In this process, **Talent Search** exhausts all possibilities, not limiting itself to working with a short list, and makes use of its profound knowledge of the market and of the different sectors.
- Assessment of the background, motivations and potential of candidates is once again a transparent process, shared with the client, and which culminates in the negotiation and signing of the contract.

What we do?

Talent Counseling



- **Talent Counseling** – Comparative and objective evaluation of executive talent in order to maximize the **RoT**® (Return on Talent) achieved on a specific timeframe.



What we do?

Talent Counseling



Approach and Methodology :

- Following the executive search process and the recruitment conclusion, the client shares with **Talent Search** the expectations of value-added achieved by the new executive.
- Metrics are defined which allow the comparative and objective evaluation of executive talent achieved on a specific timeframe.
- **Talent Search** does the follow-up of the integration process, assesses the impacts in the company and gives objective feedback of the process, evaluating the **RoT©** (*Return on Talent*) achieved on a specific timeframe.

What we do?

Talent Assessment



- **Talent Assessment** –We analyse and evaluate the internal talent available at the company and define ways of development in order to maximize the quality of its executives.



What we do?

Talent Assessment



Approach and Methodology:

- **Talent Search** defines, with the client, the model of skills to be assessed within the company.
- Having established the objectives and architecture and approved metrics to assess qualities and skills, **Talent Search** draws up a questionnaire and a set of tests to be applied to the executives.
- The ultimate objective of this activity is the analysis of the talent available in the company – talent assessment is indeed an essential management tool.
- The process culminates in the presentation of a result report by **Talent Search** – which, in addition to the analysis, defines paths of development for maximizing the qualities of executives working for the company.

What we do?

Talent Benchmark

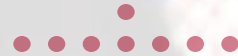


- **Talent Benchmark** – We develop studies which allow the comparison between the retributions' packages and the skills of the executives in our clients in relation of those practiced in the marketplace.



What we do?

Talent Benchmark



Approach and Methodology :

- **Talent Search** defines with the clients the goals to be achieved.
- **Talent Search** elaborates a comparative study of the company's wages and the skills of its executives and those of its competitors, on both Portuguese and International levels.
- This analysis requires, once again, profound knowledge of the sectors in question and constant monitoring of international best practices.
- **Talent Search** conducts this process from the design and definition of objectives by the client to the preparation of statistics and presentation of the results.

What we do?

Talent Consulting



- **Talent Consulting** – He help our clients and its executives in the Management of Human Capital of their companies.

Orientation in the Career's Management

Corporate Governance Models

Definition of Skill Models

Definition of Pay Systems

What we do?

Talent Consulting

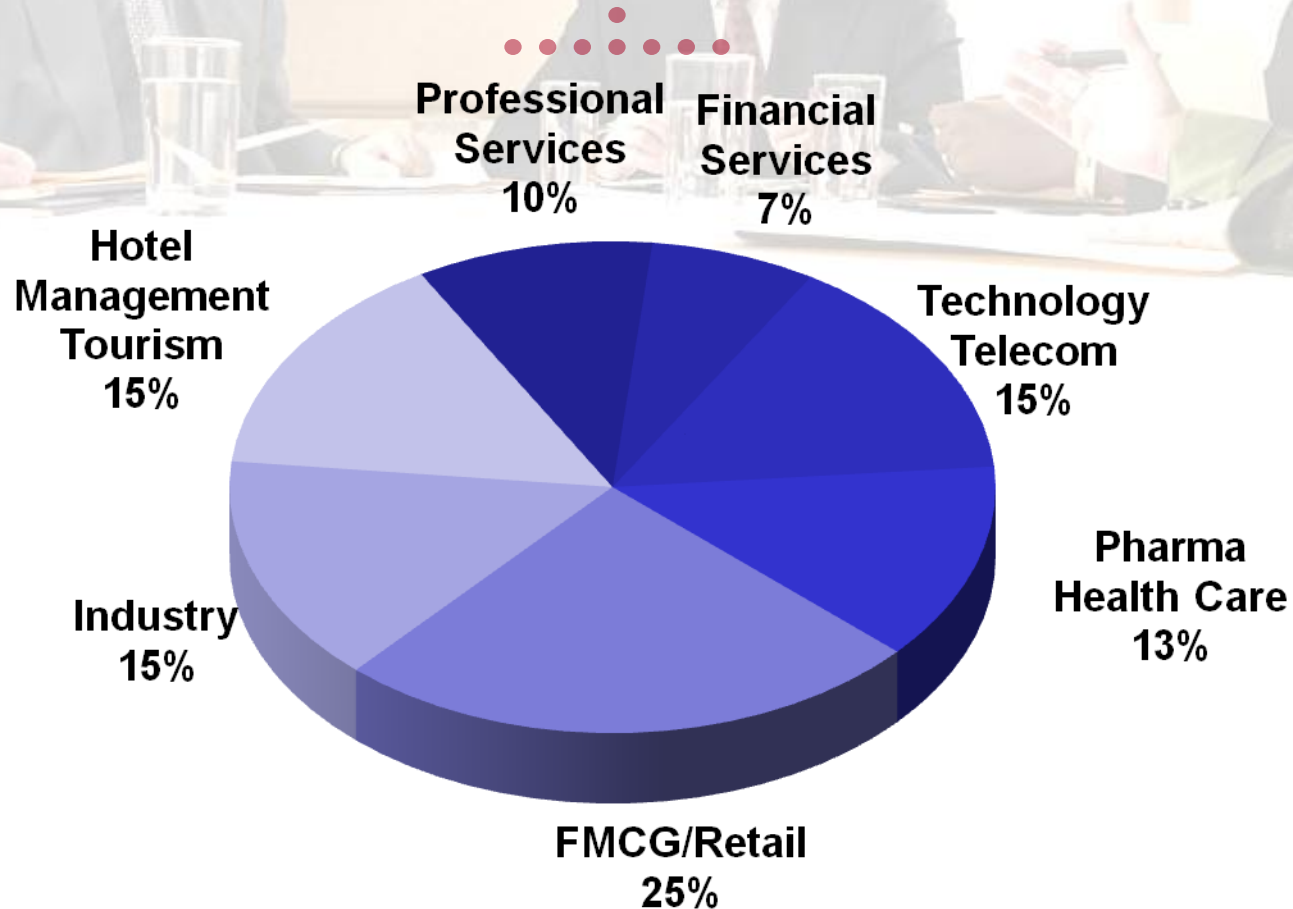


Approach and Methodology:

- Human Resources are assets that should be managed and developed to maximise value creation. At **Talent Search** we have consultants who accompany the top Managers in managing Human Resources in their companies.
- Fully aware of the challenges, **Talent Search** has the know-how to help you in the definition of Skill Models, Corporate Governance and Executive Pay Systems, and others.
- Even the best specialists need guidance on the steps to take in their professional career. **Talent Search** is available to help them.

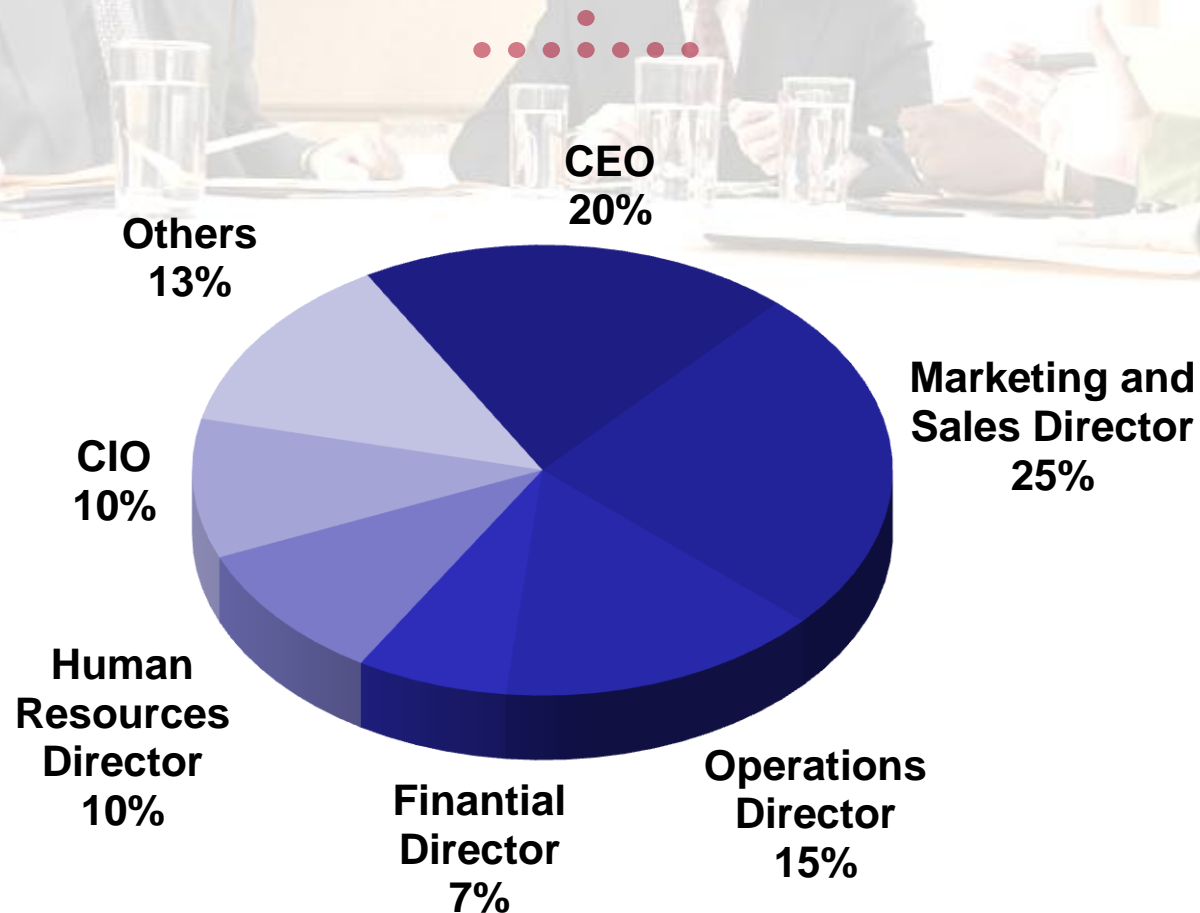
What we do?

Projects by Industry



What we do?

Projects by Position



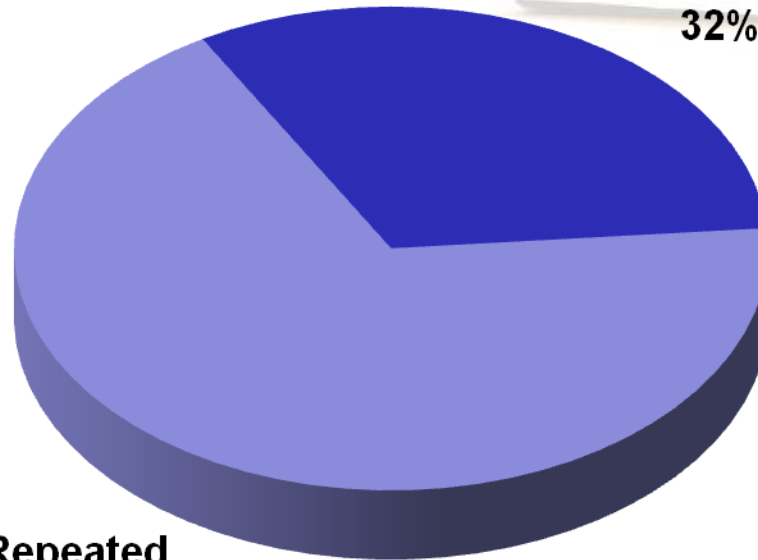
What we do?

Projects by Client

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New Clients
32%

Repeated
Business
68%



What distinguishes us?

Our Advantages



- We have a strong **know how of each client business** and we can support each of them since the definition of the organization structure until the hiring of their key professionals.
- We are a Talent Management company with an **International focus**, and we are fully capable to help our clients to establish and grow in Europe, particularly in the **Iberian market**
- We have presence in Latin America through our **local business partners** and we guarantee their level of quality.
- We have initiated direct activities in **Angola** during the current year in order to follow the growing strategies of our Iberian clients in the **african market**.

What distinguishes us?

Our Advantages



- We **maximize the RoT[®] (return on talent)** through a counselling assignment after the hiring of the candidate.
- We develop **long term relationship** with each client and therefore we are very strict regarding our off-limits policies.
- Our commitment is not only to find the best suitable professional for the position through prior contacts with candidates but to really **analyse in detail the target market on each assignment!**

Where are we?

International Presence



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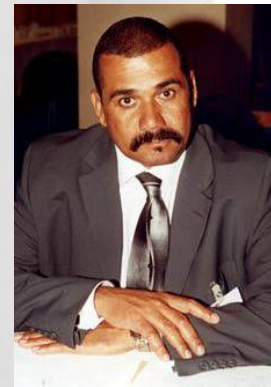


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We Maximize *Return on Talent*
[RoT]

Talent search