



Global Search and Selection Consultants

“It is with great pride that I present to you the latest incarnation of our Wetherby brochure. In today’s business climate which demands high levels of service with flexibility and responsiveness, our strength continues to be built upon expertise, stability and the honesty of our relationships with both clients and candidates. We enjoy a strong personal loyalty in our consultant client relationships which drives an ongoing high level of repeat business. Returning clients and candidates will be interested to see some new faces and products within these pages. If you are new to Wetherby, then we look forward to working with you soon”.

A handwritten signature in blue ink that reads "Robert Hyde".

Robert Hyde - Managing Director



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The sole difference between any one company and another lies in the calibre of its people

We are a team of search professionals operating within those sectors and business functions where our specialised knowledge base and experience will always bring the most value to our clients' resourcing needs.

At Wetherby our objectives are simple and straightforward. We aim to assist you in making sound, informed decisions about the best executive choice for your requirements. Typically, this will involve external recruitment using the optimum methodologies and wherever possible we recommend that, in parallel, we evaluate and benchmark a client's existing management team.

We understand the urgency of your needs as well as the industry challenges you face. By leveraging strong established relationships and through access to global human capital resources, we ensure access to the best talent available in the market.

The business continuity and long-term development of key relationships with clients and candidates, typically operating at the cutting edge of best practice business methods. Historically, our pedigree has been shaped within the uncompromising demands of the Automotive sector, working in partnership with businesses that are themselves constantly challenged to deliver cost effective first rate customer service.

However, since the early 1990's our operations have become increasingly diverse as those skills find application in the wider business sphere. Lean operations and Six Sigma methods are as relevant today to the needs of our clients in aerospace, FMCG or service industries as they are to a manufacturer of automotive components and systems.

Currently clients are as likely to be based in Paris, Munich, Milan, Prague, Shanghai or New York, whereas a decade ago our operations were largely confined to the UK with the occasional foray into Western Europe. Through our network of associates and search partners we aim to deliver a uniform excellence in our service across all business sectors, whatever their location.



We recognise that no two assignments are alike, each requires a solution tailored to the client's requirements

Executive Search

Focused executive search is our core business and we always work on an exclusive and retained basis. Search can often be the most cost effective method of recruiting the best candidates, particularly when only the very best talent will do.

A vital element of the search process is the initial assignment briefing where our aim is to carefully consider not just the headline job title but also the key competencies of the preferred candidate, the key performance indicators, the culture of the client organisation, the circumstances surrounding the need for external resourcing and the anticipated timeframes to complete. From this briefing we prepare a comprehensive assignment brief which in turn shapes our research strategy and our targeting of relevant companies. This is all before we even begin to approach any potential candidates.

Advertised Selection

Wetherby has the in-house capability of creating well-written, eye-catching advertisements to capture the scope and rewards of the role. We can advise on the most cost effective and appropriate media to attract our target audience. The strength of pursuing the advertising route is in attracting responses from individuals who are actively seeking a career change and in image enhancement of the client's brand.

Selection Plus

Wetherby was one of the first recruitment consultancies in the UK to dispel the myth that assignments had either to be searched or advertised. The flexible approach of using both focused advertising and targeted search can be a powerful combination and we have had very positive results over many years using this methodology.

At Wetherby we take pride in understanding our clients' needs and advising on the most appropriate methodology to achieve the desired result

Interim Management

Our aim is to provide our clients with relevant high calibre professionals who can take charge of special short-term projects or simply hold the fort due to absence or the resourcing of key personnel.

There are many advantages in using senior managers on a temporary basis. Managers are found quickly, they are immediately available and have well-matched skills (often in excess of those required by a "permanent" appointment). They can be used with immediate effectiveness at a high level of performance and the managers' services are started and concluded without complications. The client just pays for the time contracted for and worked.

Interim Managers can be used:

- As a stand-in for cases of sudden need, such as resignation or sickness.
- To assist in times of exceptional workload.
- On special projects and one-off requirements.
- As an additional resource in cases of acquisition, profit improvement, disposal, structural change, turnaround, organisational change etc.

Interim management can often result in a permanent appointment and can be a very satisfying means of contributing to the world of work, giving variety and intellectual stimulus to the manager.

We aim to assist you in making sound, informed decisions about the best executive choice for your requirements

Executive Appraisal

Change management, continuous improvement, supply chain development, low cost manufacturing, all familiar words today in the lexicon of the business executive. Successfully facing up to the changing business environment and to competitive pressures requires an honest and effective appraisal of your own strengths and strategic resources. Competitive advantage is vested within the quality of your people, the team dynamics, their leadership skills and understanding of the market. Regular assessment of your leadership teams is a vital tool in optimising the performance of your organisation in order to meet your strategic objectives.

Through our executive appraisal, we can provide clients with an accurate picture of their human capital, leadership resources and potential resourcing needs. A series of individual and collective reviews will enable our consultants to properly identify the competitive assets of your teams,

define career development strategies and then deliver appropriate solutions to your organisational issues.

Appraisal in Resourcing

Defining the skills, abilities and personal qualities needed to perform within a role is a fundamental step in understanding the behaviour or likely attributes that a person needs in order to perform effectively. Our interviews are routinely conducted against previously agreed competencies. Research shows that a competency based interview is significantly more effective when used as part of the recruitment process than purely conversational or biographical interviewing.

Through access to global human capital resources, we will always ensure access to the best talent available in the market

Executive Appraisal Continued

Assessment / Development Centres

Assessment Centres are designed to assess candidates individually or within a group to allow for interaction between participants. This also allows for candidates to be interviewed or observed by several assessors simultaneously.

Development Centres are used as a tool for team building and their focus can be concentrated upon skills needed now or in the future by members of the team. By using and applying team types as part of the methodology to identify team behaviour, we are able to facilitate greater understanding between individual personality types within the team.

Psychometric Profiling

Wetherby is a practitioner of the UK's leading psychometric test publisher and can advise on the most appropriate tests to suit specific client requirements. Using psychometrics as part of the assessment process and also as a management development tool, determines a comprehensive range of attributes and skills. All assessors are trained to a level recognised by the British Psychological Society.

Expect to be served by consultants who hold strategic and operational experience within their particular sector of activity

Industry Groups

Our consultants clearly understand the issues and the imperatives current within their sector, and possess a broad portfolio of contacts at all levels, always bringing efficiency and informed opinions to the table.

At Wetherby, our consultancy teams are organised into dedicated sector groups, each with a practice leader and operating across the whole European region. Our in-depth knowledge of the market, combined with specific industry expertise, enables us to more properly and professionally represent our clients when approaching prospective candidates. The specialised knowledge base of the team, together with strategic client and candidate contacts, provides for efficiency and thoroughness in searching out the best available talent in the market.

At Wetherby, we aim to speak the same language as our clients and our candidates.

Our practice groups include:

- High Technology and Telecoms
- Engineering
- Aerospace
- Automotive and Manufacturing
- Off-Highway Vehicles
- FMCG
- Drives, Controls and Automation
- Healthcare and Pharmaceutical

At Wetherby we believe in maintaining strong, long lasting relationships

Successful Partnerships & Testimonials

It isn't just a case of finding the right person for the job. As important is the relationship post placement, and reviewing with the client the progress of the individual and how he/she is making a contribution to the business and how aspirations on both sides are being met. The following are but a few testimonials from satisfied clients:

"I have worked with a number of recruitment specialists over the years – good and not so good. What has really impressed me about Wetherby has been their ability, in a very short space of time, to really get under the skin of our business to see what makes us tick. This, together with what is clearly a very comprehensive network of high level contacts, has meant that the suitability of candidates put forward has been very strong; and we have been able to make two appointments against very tight timescales"

Alistair Fergusson, Managing Director
Alcon Components Limited

"Wetherby are as good as I have seen outside of the USA. Your service standards and delivery are of the calibre to make you successful in the American market."

Randall Hoeflein, EX-VP Quality,
Marconi Communications Ltd
Currently Quality Director Global, Honeywell

"A number of companies in the Halma Group have used Wetherby to recruit senior members of staff, and we have found this to be a very cost effective way of filling senior positions. Wetherby have delivered what they said they would do."

Nigel Young, Divisional Chief Executive
Halma Specialist Products Division