

View From The Top

Robert Hyde, Wetherby Consultants' Managing Director, says "I'm sure many people will agree that the business landscape has changed significantly over the last few years as the need to implement leaner business processes has become ever more acute. Now, as we begin to emerge from recession, the pace of competition and the demand for talent is beginning to gather momentum across all business sectors and yet we find that for many candidates, the same approach to marketing themselves through their much reworked CV is still considered de rigueur.

When the initial review of one's CV may on average take the reader anything from 20 to 40 seconds, it is vital that the relevant facts are presented such that your message gets across and that your CV demands further attention. A forthcoming feature article on our website will offer best practice tips and guidance on how to make your application stand out from the crowd." Address any comments to: robert.hyde@wetherbyconsultants.com



Moving Forward . . .



Our business has evolved in many ways, from our origins in 1989, when we primarily headhunted in the automotive and aerospace sectors.

In the 1990s we evolved to add Interim Management and Outplacement and then expanded our operations geographically to include Western Europe and Scandinavia, adding to our portfolio along the way, a wide range of manufacturing and engineering businesses that shared an aspiration to improve performance through people.

The last decade was coloured by our growing engagement with World Class Manufacturing and Lean Implementation, supporting clients in Eastern Europe and China as well as assisting disruptive technology businesses – wind, wave, solar, hydrogen, electric vehicles etc – to become established in their respective markets. We also strengthened our range of psychometrics both for selection and development, so we now offer individual type and trait personality reports, ability tests and team dynamics; where appropriate we can follow up with coaching, mentoring or training.

In the current economic climate where many firms are neither 'hiring or firing' there is a constant demand to maximise performance deliverables from each and every member of staff. This demand has also driven a requirement for a reliable and consistent method of assessment that can be utilised with minimum disruption and low cost. In our view this is best answered by measuring Emotional Intelligence, which is seen by many as the key to understanding leadership skills and is also particularly valuable in assessing sales forces.

If you are already interested in EI or would like to investigate how it might help your business please contact me directly:
kevin.mcmahon@wetherbyconsultants.com

In the meantime, why not take a moment to reflect how your business has evolved and assess what you are doing to ensure that you will enjoy the opportunities that 2010 and this decade will bring.

Hens' Teeth . . .

Even in the difficult times of the past 18 months, the need for businesses to acquire talent has not gone away, indeed in some areas of engineering and manufacturing it has increased.

Take the Rotating Machines/Motors sector for example, a highly specialised technical area with ever expanding market applications ranging from renewable energy (wind turbines and tide turbines) to the Automotive sector namely the EV and HEV markets.

This sector's need for high calibre technical expertise in both operations and engineering is crucial to their further growth, however, identifying and attracting the very best candidates in this highly competitive market is at best as difficult as finding Hens' Teeth.

Wetherby, through their Managing Consultant, Peter Horton, have been successful in helping a number of such Clients appoint very senior management and key technical specialists from within this marketplace, through combining Peter's in-depth knowledge of the sector with Wetherby's robust search recruitment methodologies, honed over 30 years. If you would like to discuss how we could help in your search for such Hens' Teeth, please feel free to contact Peter Horton – peter.horton@wetherbyconsultants.com



Quiz . . . ?

Would you like to win a round of golf with our Managing Director, Robert Hyde? Then have a go at our 'Wetherby Quiz'!

All answers can be found on our website:
<http://www.wetherbyconsultants.com>

1. When was Wetherby Consultants founded?
2. Which member of the Wetherby team is a member of the British Psychological Society?
3. Which method of recruitment is often the most cost-effective way of recruiting the best candidates?
4. How many modular days is our Team Building Programme split into?
5. How many pages are there in the 'Wetherby Brochure'.pdf?

Entries to: wendy.bennett@wetherbyconsultants.com - The winner will be draw at random from all the correct answers on Friday, 5th March 2010 and notified accordingly.



Wetherby Consultants Forthcoming Announcement

At Wetherby Consultants, we ourselves are ever mindful of the business pressures faced by our clients and are almost ready to announce an exciting and contemporary innovation within the Executive Search market, designed to make our premium services even more accessible.

