



## Executive Search

---

The Lloyd Morgan recruitment methodology is dependent upon accurate collection of data from the client covering the client's company, its successes and failures, its culture, the position being recruited and its duties, responsibilities and targets. Data is also collected on the type of person required, including their personality, technical ability and experience. All this information is collated to create a specification that forms the basis of the candidate search.

Once a specification has been developed, a fully fledged recruitment plan is put in place detailing the methods of identification and the areas talent may be located.

Consultants follow this plan to identify candidates for assessment and then adopt a competency-based assessment model to select the most suitable candidate for client review.

Working with the client via update mechanisms built into the process, initial candidate assessments are verified using probity and reference checks and, where desired, psychometric assessment.

Clients can be assured that they are receiving only the best candidates available in the market at that point in time. They can be confident that the identification process covers the whole market and not simply pockets of the market which may result in a biased outcome.

The client is then able to consider the best available candidates who represent the best fit to their specification.

The successful outcome of each and every assignment is the responsibility of the entire Lloyd Morgan organisation, its values, its resources and especially its people. Everyone works together as part of a small and highly successful team. All consultants at Lloyd Morgan come from successful careers in management and are personally committed to the outcome of the brief.

Lloyd Morgan is a flexible and dynamic organisation operating at the leading edge of Executive Search. Specialising in leadership and management level search, our focus is on long-term and ongoing client relationships. Lloyd Morgan has professional teams on the ground in Beijing, Brisbane, Hong Kong, Kuala Lumpur, Melbourne, Shanghai, Shenzhen, Singapore and Sydney.