



Hunting heads

EXECUTIVE & MIDDLE MANAGEMENT SEARCH GROUP



Hunting Heads 2.0

- Hunting Heads 1.0
- Why to evolve
- Why to choose Hunting Heads
- Clients/Positions
- The Team



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OUR HISTORY

- **Hunting Heads International was founded in 1997 in Germany and nowadays is the 5th Executive&Middle Management Search group worldwide**
 - **50 branches in 5 continents, more than 200 associates among Partners and Consultants**
 - **The Italian Hunting Heads International branch opened in 2014 capitalizing the previous experiences of two successful Executive Search companies such as Norman Broadbent (2009-2013) and Boyden (1991-2008).**
- At the beginning of 2014, Hunting Heads Italia ranked as a “standard” head hunting corporation, with rising Anglo-Saxon features.**

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2014 - 2015: QUICK AND DEEP CHANGES

- In order to survive in the Italian marketplace, a huge number of head hunting companies decided to downgrade all research&selections' processes focalizing their attention and quality only towards senior positions.
 - The “classic” Head Hunter loses effectiveness among a quickly changing market, remaining attached to an usual vision of agendas, phone calls and CV.
 - The extreme use of tools belonging to indirect and passive research (social network included) strongly disadvantages the high-quality and the selection's certainty.
- The head hunting format “Consultant since ever” loses ground and Customers.

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REACTION TO CHANGES

- Hunting Heads Italia understands the exigency to make a **quantum leap** in order to answer effectively to Clients's necessities.
- In **2015** Hunting Heads Italia decides to step forward and **“evolve”** to a new model characterized by 3 strategic goals belonging to the American vision:

- PROCESS INDUSTRIALIZATION
- DETECTING EXCELLENCE
- PASSION FOR PERFECTION

→ After 2 years of **“Improvement&Development”** process, Hunting Heads Italia shows in 2018 an innovative **“Configuration 2.0”**

10 GOOD REASONS THAT MAKE US UNIQUE

- **We are not “Head Hunters since ever” but Managers still managing or brand new ex-Managers.**
- **We completely industrialized the processes which characterized our activities such as: profile writing, analysis, research and selection making them the standard basis of our approach to executive, top, middle and “junior talent” positions.**
- **We developed our personal Database, considering it one of our powerful asset. It is provided with updated profiles as well as an improved linked search pattern system.**
- **We work only through direct research, meeting candidates face-to-face and verifying hard and soft skills and information.**
- **We tend to interchange our partners internally cooperating and sharing among us what is a great asset of the company and not a property: our Clients.**

10 GOOD REASONS THAT MAKE US UNIQUE

- We are “**intentionally generalists**”, which means we are not and we do not want to be specialized in segments because **our focus is on the way how we look for the right person, for the right position, at the right moment.**
- In the last 2 years we **deeply renovated our Team, investing in smart and brilliant people: Partners, Consultants, Researchers, back and front office.**
- We are endowed with 3 transparent linked points:
 - 12 Months Warrantee (free of charge repetition of the research if necessary);**
 - No need of exclusive mandate;**
 - Reset of the Gross Annual Salary template**
- In 2016-2017 we increased the percentage of our international researches **from 6% to 25% (both Italy → Foreign Markets, Foreign Markets → Italy).**
- We successfully enlarged our range **also to smaller companies with a turnover between 3-20 M€; we ensure them the same structured process and the high-quality provided to the Big Companies and to standard PMI.**



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ACTIVITIES

➤ Search

- ✓ Executive and Top: CEO, GD, EVP, SVP, VP, Directors
- ✓ Middle: Manager with specific impact on P&L, Specialists, New Digital Job positions
- ✓ Talents and High Potential Resources: dedicated to the most diverse functions, Staff, Sales/Mkt, Technicians.

➤ Temporary

- ✓ 6/12 Months and more, national and international

➤ Assessment

- ✓ Relocation of Managers and Senior positions due to changes of strategies and reorganizations

➤ Mapping

- ✓ Complex positions and improvements of new activities

% on total activities

- **79 % Search**
 - > 26 % Top
 - > 43 % Middle
 - > 10 % Talents
- **4 % Temporary**
- **9 % Assessment**
- **8 % Mapping**



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CLIENTS 2016 - 2017

- In the last two years, we successfully developed a **significant number of substantial researches**;
- We take responsibility for several Top positions in quite a lot of important companies and PMI;
- Our Clients are sturdy developing companies, belonging to different sections of the market, both national and international;
- We have a strong and efficient network/lobby that we proudly add to our scientific and structured process;
- We became leaders in the Italian market regarding the research and the selection of Private Bankers appropriated to Banks and Funds.



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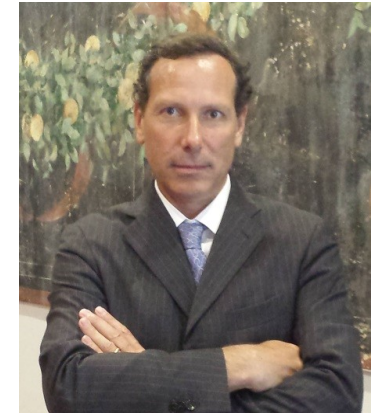
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