

HOW TO GET A JOB



BY ANDERSON WILLINGER & BESTHEADS



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ABOUT OUR GUIDE

Headhunting has long been surrounded in mystery. Most people's knowledge of the sector is patchy, based on occasional unexpected phone call. If you do approach Search firms yourself, you will need to understand the rules of engagement, which will bring a long term benefit to your career. If you are looking for a senior Executive position or a seat on the Board, our guide will tell you what you need to know:

- Learn about Executive Search industry.
- Understand the recruitment process and make it work to your advantage.
- Prepare a persuasive covering letter and CV.
- Win the job opportunity you are looking for.
- Build long term relationships with Executive Search to your advantage.

Our guide is based on our 20 years of experience with Executive Director's placements. This material has been developed from workshops that we run for our BESTHEADS Clients while driving their career successes further.

Hope it will help you to drive your next career steps effectively.

Lucie Teisler

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EVERY DAY, LARGE NUMBERS OF PEOPLE CONTACT EXECUTIVE SEARCH FIRMS IN THE HOPE OF FINDING A NEW POSITION. MANY OF THEM DO SO WITHOUT FULLY UNDERSTANDING THE ESSENCE OF EXECUTIVE SEARCH BUSINESS, (FREQUENTLY CALLED HEADHUNTING), AND SO THEY LACK INFORMATION NECESSARY TO MANAGE THE APPROPRIATE AND CHANCE-INCREASING COURSE OF ACTION.

2 GOOD NEWS AT THE BEGINNING

The first one

In spite of the fact that the clients of Executive Search Companies are the employers, not the employee or “job seekers”, there is a way how the job seekers can increase chance to be appointed for a searched position thanks to the proper understanding of Headhunter’s role.

The second one

There is a daughter company of “Anderson Willinger Group” named “BestHeads”, whose clients are “job seekers” or managers/employees. BestHeads provide services and effective tools for the managers in order to find their targeted job and further manage and develop their career.

On the following pages we reveal to you the most important facts about Executive Search process and give you some essential hints and tips. You can learn more how BESTHEADS (hereafter BH) methodology can help you find a dream job, manage your career path and therefore help you to avoid holding the unwanted position of “urgent job seeker” or solve such unwanted situation should it arise.

1. HOW EXECUTIVE SEARCH FIRMS WORK

EXECUTIVE SEARCH FIRMS (HEREAFTER ES) PROVIDE ACCESS TO SOME OF THE BEST CAREER OPPORTUNITIES. HOWEVER, IT IS IMPORTANT TO STRESS THAT EXECUTIVE SEARCH IS HIRED BY CORPORATIONS/EMPLOYERS TO FIND WITHIN THE MARKET THE BEST SUITING MANAGERS. AS A RESULT, SEARCH FIRMS TAKE THE INITIATIVE IN PRO-actively APPROACHING CANDIDATES. THE PRIMARY CLIENT FOR THEM IS THE CORPORATION THEY WORK FOR.

IF YOU DO APPROACH SEARCH FIRMS YOURSELF, YOU WILL NEED TO UNDERSTAND THE RULES OF ENGAGEMENT.

WHO ARE THE HEADHUNTERS AND HOW DOES EXECUTIVE SEARCH DIFFER FROM AGENCY RECRUITMENT?

IN THE RECRUITMENT SECTOR THERE ARE 4 TYPES OF BUSINESSES:

1. EXECUTIVE SEARCH

This is a form of senior level recruitment where firm is retained by a client to find the right person for the job. Candidates are identified through research and then approached directly. Executive Search assignments are almost always exclusive. In other words, a single firm is retained to do the work.

2. SEARCH AND SELECTION

Lying between Executive Search and Executive Selection, using only research and search and selection, where research is combined with advertising. In other words, while the research is going on, the firm places an advertisement in one or more newspapers. The consultant selects the most promising responses and interviews these candidates alongside those emerging from research.

3. EXECUTIVE SELECTION

The Recruitment firm or the employing company places an advertisement in the newspaper or on an internet job board. They then select the best candidates from those who reply. Fees for this type of service tend to be lower, since no research is involved.

4. AGENCIES

Agencies tend to focus on candidates in the early stages of their careers. Candidates approach them when they are looking for a job, either because they know the firm's name already or because they have seen their advertisement on behalf of a client.

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TIP NO. 1

Be aware of these 4 types of businesses prior to sending your CV, as the wrong selection of the provider can bring also unwanted impact especially if you would like to target top management positions.

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TIP NO.2

Many positions are filled by people the employer already knows, or via mutual contacts, job portals or companies' websites. It pays off to be open-minded about how you will find your next job. BH methodology offers comprehensive course of action in this respect.

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TIP NO. 3

We recommend that you develop long-term relationships with Executive Search consultants throughout your career. ES firms have one of the best networks, which can be highly beneficial to you. As a good start, it is very important to regularly update your contact details or other information shared in CV with ES. Anderson Willinger web page offers interactive access to your CV account.

EXECUTIVE SEARCH PROCEDURES

EACH SEARCH ASSIGNMENT IS SLIGHTLY DIFFERENT, DEPENDING ON THE CLIENT'S REQUIREMENTS. HOWEVER, THERE WILL NORMALLY BE A NUMBER OF BASIC STEPS CARRIED OUT TO AN AGREED TIMETABLE:

- Briefing with the client (the company): key selection criteria defined.
- Research: search for candidates meeting the defined selection criteria.
- Long list: list of candidates to be approached.
- Headhunt: the consultant approaches candidates.
- Candidates' interviews with the consultant.
- Short list: relevant and best candidates recommended to the clients.
- Candidates' interviews with the client
- References and negotiation.
- Formal offer of employment
- Acceptance of the offer.

Ideally, an assignment should take no longer than three months to complete. However, the average time is longer than this and the search firm will continue to look until the position is filled. Some particularly difficult searches have been known to drag on for one or two years.

It is worth bearing in mind that quite a few assignments are cancelled. The industry average is that one in three search assignments is never completed, even though the client has paid some or all of the fees. Some ES firms have much higher completion rates than industry average, which suggests that the others do much worse. Cancellation can occur for a number of reasons, many of which are beyond the ES firm's control. For example, a reshuffle within a client's organization can make it unnecessary to recruit the new person after all.

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TIP NO. 4

Try not to be frustrated when after all the process and interviews the assignment is cancelled. At least you have developed a relationship with the search consultants. This can only help you in the future. If you accept the situation gracefully, they are likely to come back to you with another opportunity in due course.

COOPERATION WITH EXECUTIVE SEARCH

THOSE WHO CULTIVATE RELATIONSHIPS AND NETWORKS ARE MORE LIKELY TO BE CONTACTED FOR A NEW JOB OPPORTUNITY. IT IS A GOOD IDEA TO START DOING THIS WHILE YOU ARE STILL EMPLOYED. ANY CONTACTS YOU ESTABLISH NOW COULD LAST YOU MANY YEARS AND HELP TO CARRY YOU THROUGH SEVERAL JOB MOVES. IF YOU ESTABLISH AND MAINTAIN A RELATIONSHIP WITH A NUMBER OF BEST EXECUTIVE SEARCH CONSULTANTS, IT WILL BRING YOU:

- Much bigger network at your disposal via social media.
- Access to opportunities which you might not otherwise hear about.
- More detailed feedback after interviews and thus hints and tips for your improvement.

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TIP NO.5

It is important to remember that ES firm's clients are the companies aiming to find the best talents as a tool to satisfy their needs. If you know how Executive Search works, you will tend to understand the crucial point of the process, which is the specific need of your prospective employer. This is a prerequisite you can persuade prospective employer you are the right tool to solve his needs, you are the best talent.

2. HOW CAN YOU APPROACH YOUR TARGETED JOB

BESTHEADS SOLUTION

METHODOLOGY SUPPORTED BY LABOR MARKET EXPERTNESS OF ANDERSON WILLINGER GROUP

WHAT IS THE MIRACLE OF GETTING A JOB?

“To identify needs of your targeted employer and be able persuade him that you are the holder of attributes representing satisfaction of such needs...”

SIMPLE ANSWER, BUT VERY COMPLEX PROCESS TO ACHIEVE EXPECTED RESULTS.

Most of managers/employees do know how to run the company, but do not know how to run their career or do not even think about it.

IF YOU FINALLY TAKE THE DECISION TO START TO MANAGE YOUR CAREER PATH, YOU MAY BE FACING MANY QUESTIONS AND ISSUES HOW TO SET UP THE WAY LEADING TO ACHIEVEMENT OF YOUR GOALS.

Therefore, we would like to first highlight essential points of BH solution to this question as a comprehensive method for those, who decide to use professional career management services and thus speed up the progress regardless if they hold a top board position or face the issues of being “urgent job seeker”.

IN THIS RESPECT BH SOLUTION COM- PRISES 4 MAIN AREAS:

1. IDENTIFICATION OF MOTIVATED SKILLS

Do you know your motivated skills? Are you able to identify them?

Steve Jobs had to answer the same questions and had to use help of professional advisors to get the answer after he was forced to leave his own company.

This is the crucial point because effectiveness of all other recommended steps is strongly limited if you yourself are not clear about this question and do not name your motivational skills correctly. In other words, you can remain forever an average high jumper instead of becoming world champion in hurdle race. Motivational skill is an activity/work you are doing with great passion and at the same time you are the best expert in such an activity.

When you uncover your motivated skills, you'll be better able to identify jobs that allow you to use them, and recognize other jobs that don't quite fit the bill. Motivated skills are patterns that run through our lives. Since they are skills from which we get satisfaction, we'll find ways to do them even if we don't get to do them at work. We still might not know what these skills are—for us, they're just something we do, and we take them for granted. Tracking down these patterns takes some thought. The payoff is that our motivated skills do not change.

BH CAN PROVIDE YOU WITH SPECIAL METHODS TO IDENTIFY YOUR MOTIVATED SKILLS AND OTHER WORKING PREREQUISITES AND USES FURTHER SPECIFIC TESTING TO IDENTIFY YOUR AREAS FOR IMPROVEMENT IN TERMS OF YOUR TARGETED JOB AND CAREER.

NOW SOME TIPS HOW TO DEAL WITH HIRING PROCESS LED BY EXECUTIVE SEARCH COMPANIES.

Some people assume that word of their talents will spread, and Headhunters will then start calling them. At the other extreme are candidates who believe that ES firms need constant reminders, including frequent phone calls and e-mails attaching the same CV again and again!

2. WHERE TO FIND FIELDS TO EMPLOY MY MOTIVATED SKILLS?

Industries, type of services or production, positions, job market trends – these are the spheres where is smart to get advice provided by BH, as you may not be able to identify all of your options easily, especially in industry/sector you have never worked for.

BESTHEADS AS A DAUGHTER COMPANY OF ANDERSON WILLINGER GROUP HAS UP-TO-DATE INFORMATION ABOUT JOB MARKET SITUATION.

3. MY CAREER DEVELOPMENT ROAD- MAP

How to realize my career plan – my marketing plan?
How to differentiate myself from others? How to build my own brand (as a manager)?
Communication strategy and communication means.
Course of action.

4. ART OF NEGOTIATION AND COM- MUNICATION

Communication manner, basis of body language, oral and written presentation.
See following recommendations in order to better understand importance of this point.

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TIP NO. 6

Once you have sent your CV to a number of ES firms, we recommend that you stay in touch with four to five ES firms you believe are most relevant to your career. When you move jobs or are promoted, let these firms know and make sure they have your updated CV. Check if your CV contains search words, which reflect your attributes. Check whether you are already a “brand” on the market (provided that you have started manage your career).

YOUR UNIQUE SELLING PROPOSITION

USUALLY LARGE NUMBER OF EMPLOYER REQUIREMENTS CAN BE DISTILLED TO A FIVE OR SIX ESSENTIAL AND INDISPENSABLE CRITERIA. FOLLOWING SPECIFIC REQUIREMENTS AS EXAMPLE, DESCRIBES CRITERIA USED BY SEARCH FIRMS TO EVALUATE CANDIDATES FOR A PARTICULAR ASSIGNMENT:

- Qualified ACCA or MBA.
- A successful track record managing a business with revenues of at least 20 million EUR (could do 20M)
- A minimum of 15 years' FMCG experience in a position of General Manager.
- Experience in acquisitions and divestments above 20 million EUR.
- Good spoken English.

You can notice that all criteria listed in the example above are measurable. At the same time, the search team will take into account a range of other „soft“ skills, such as the ability to lead and influence people, adapt to different corporate and national cultures etc.

However, the „hard“ criteria listed are the first filter which candidates must pass through.

Many candidates make the mistake of providing opinions about their personalities and character traits.

„I AM VERY HANDS-ON.“

„I AM ENTREPRENEURIAL.“

„I AM A TEAM-PLAYER“ OR „I AM A GOOD MANAGER“.

The difficulty is that these statements are vague, referring to things which are very difficult to measure if are not followed by a very specific and verifiable results you have achieved. Therefore, they do not contribute to the selection process, and most search consultants will ignore them.

The word „entrepreneurial“ is widely misused. Some people refer to themselves as „entrepreneurial“ when what they really mean is „energetic“ or „dynamic“. There are similar difficulties with describing yourself as a „leader“. Some candidates feel that they have particularly good interpersonal skills, and that this differentiates them from other people. The difficulty here is that almost no candidate would say that they have bad interpersonal skills!

It is best to stick to measurable facts when describing yourself. If you have a talent for getting on with people, this should become clear during interview. The best way of getting your point across is to describe a real situation where you have demonstrated these qualities.

If you have never heard the phrase “The map is not the territory”, or you never thought about the fact that the same words may create different impression for each person, it is advisable to search for help by experts and learn how to communicate in a manner of getting results you want. This important theme is also part of BH services determined for managers.

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TIP NO. 7

When approaching ES firms or any company for a new role, it is useful to have a list of characteristics that make you different from other candidates. Thinking carefully about your qualifications, skills and experience, you can distill them into five or six essential points reflecting your unique expertise.

WRITTEN PRESENTATION - YOUR CV

YOUR CV IS CRITICAL TO YOUR SUCCESS. THE HIRING MANAGER DECIDES WHETHER TO MEET YOU ON THE BASIS OF THIS DOCUMENT. IF YOUR CV IS WELL WRITTEN AND WELL STRUCTURED, THE READER CAN DECIDE QUICKLY WHAT TO DO WITH IT. MANY CVS ARE POORLY WRITTEN. THEY OFTEN CONTAIN GRAMMATICAL ERRORS AND SPELLING MISTAKES.

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TIP NO. 8

Do not label yourself with vague statements. Check if summary of your CV includes lucid positioning which makes it easy to identify for which role you are relevant and where is your unique expertise. Check if you understand needs of prospective employer and then check if your Unique Selling Proposition is marketable and brings value to your new employer!

„EMPLOYER FRIENDLY“ CV

CANDIDATES SEND A TWO-TO FOUR-PAGE CV, WHICH EXPLAINS EVERYTHING STEP BY STEP. THEIR EDUCATION AND TRAINING ARE FREQUENTLY RELEGATED TO THE LAST PAGE. IF YOU DO THIS, AND YOURS IS ONE OF SEVERAL HUNDRED CVS MATCHING THE CRITERIA, YOU HAVE PUT YOURSELF AT A DISADVANTAGE.

THE ONE PAGE “SUMMARY” SHOULD CONSIST OF YOUR PERSONAL DETAILS, EDUCATION, TRAINING AND CAREER TO DATE. THIS DOCUMENT SHOULD BE EASY TO READ.

DO NOT FORGET:

- The CV must include telephone numbers and e-mail address.
- Include as many phone numbers as you feel comfortable giving out. The easier you are to contact, the better.
- The email address should be in black, not blue or any other color which your word-processing software may suggest. Some laser printers print blue as white. In this case your e-mail address will magically disappear! The same can be true of any colors you may use for headings or text. We have received CVs, which come out of the printer with no headings, as well as CVs in fashionable shade of grey, which come out completely white.
- One-page summary should only describe your employment history in outline: the name of company, an indication of its size, and your title. If the company is not well known, you should include a phrase or sentence to explain what it does. Further details can be postponed to the second section of the CV.
- Your education and training, including the dates, should all be on the front pages.

WHAT TO AVOID:

- Using the heading “Curriculum Vitae”. It is already obvious and uses up valuable space in a prominent part of your CV.
 - Beginning your CV with a “pen portrait” or bullet-point description of yourself. These take up valuable space on the front page. As a result, important information, such as your personal details or qualifications, often gets pushed onto another page. The reader may never see them.
 - In our experience, the strongest candidates with the most impressive CVs rarely include pen portraits. They let the facts speak for themselves.
 - Gaps in your CV tend to arouse readers’ suspicions. Sometimes there is a straightforward explanation, such as the time you spent travelling in Asia, looking for a suitable job or bringing up children.
 - Whatever you do, if you have already left your last job, do not pretend you are still there. Headhunters always check it. In fact, you may have an advantage if you are available to start work immediately.
-

WE RECOMMEND TO INCLUDE ANY INFORMATION ABOUT YOUR INTERIM MANAGEMENT OR CONSULTANCY WORK. THE SENIOR JOB MARKET IS NOW MUCH MORE FLUID THAN IT WAS. THESE DAYS, IT IS MORE ACCEPTABLE TO HAVE AN INTERIM WORK EXPERIENCE, PROVIDED IT IS NOT TOO LONG AND YOU HAVE A GOOD EXPLANATION.

YOUR EXPERIENCE IN DETAIL

The best format for each job is an introductory paragraph, and then a number of “bullet points” setting out what you achieved in each role. This enables the reader to place you within the organization. You can end with a sentence or two explaining why and how you left the job. You should also mention if one of the companies you worked for was sold, or merged with a subsequent employer. Some search consultants and clients make judgments about candidates based on the number of years between job moves. If you keep changing company every two years some employers may conclude that you never stay long enough for the results to catch up with you. However, if you are a high-flyer and your employer moves you to a different subsidiary every couple of years, then the story is completely different. It is important to display all of these jobs under an overall heading which gives the name of the group of companies for which you have worked. A final note about hobbies in your CV: consultant’s views on them may vary. If you decide to mention your hobbies, we recommend you use the heading “other interests” and be very selective.

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TIP NO. 9

Whenever you update your CV or add a new position, always take a critical look at the document and ask yourself if it meets current expectations. It is smart to shorten the oldest positions, which might not be so relevant any more. Ask someone who does not know you to have a look at your CV. What would the person say about you after a 10 second read? What if more time was available? Is it in line with the message you want to convey? If you apply your CV for specific position, be sure you have emphasized facts, which are relevant for prospective employer.

YOUR COVERING LETTER

YOUR COVERING LETTER IS THE SALES DOCUMENT. MOST HIRING MANAGERS DO NOT SPEND MUCH TIME READING COVERING LETTERS. HOWEVER THIS IS AN OPPORTUNITY FOR YOU TO HIGHLIGHT YOUR UNIQUE SELLING PROPOSITION.

It is best to send your covering letter in the form of an email, with your CV attached. If you send your letter as a second attachment, this will absorb more of the reader's time and slow things down. It is worth to choose a subject line which is both meaningful and clear.

We recommend that you keep your letter short and to the point, making sure that vital information is also on your CV. If you want to change sectors, this is also the place to explain your motives and say why you think your experience is relevant to your future role.

SOME TIPS ON YOUR SELF PRESENTATION

HIRING MANAGERS ARE HIGHLY JUDGMENTAL.

In theory, only three judgments are required for them to be effective:

- (A) Can this candidate do an excellent job for our client?
- (B) Will this candidate fit in?
- (C) Does this move make sense for him in terms of his career?

EXPERIENCED HIRING MANAGERS HAVE INTERVIEWED THOUSANDS OF CANDIDATES, AND QUICKLY PICK UP SIGNALS FROM YOUR BEHAVIOR. TRYING IMPRESS TOO MUCH, BEHAVING ARROGANTLY, (WHILE YOU WANT TO DEMONSTRATE YOUR SELF-CONFIDENCE), OR ASKING AT THE OUTSET HOW MUCH WILL YOU BE PAID IS NOT RECOMMENDED.

Certain phrases are also best to avoid. These include phrases such as "to be honest". This obviously raises question about everything else you have told the interviewer up to that point. Another distracting habit is to "upspeak": raising one's voice at the end of each sentence. "Upspeaking" makes statements sound like questions, and can be very unsettling. It can also make you sound defensive.

Candidates, who have spent years in the same organization, with little recent interview practice, are the most likely to have picked up such habits. If you will try to deal with most of your quirks before visiting a search firm, you will do yourself a big favor.

IN CONTRARY TO BH CAREER MANAGEMENT CONSULTANTS, WHOSE CLIENTS ARE MANAGERS/EMPLOYEE, EXECUTIVE SEARCH CONSULTANTS HAVE ONLY VERY LIMITED MOTIVATION AND TIME TO COACH CANDIDATES. USUALLY THEY MAY PREFER TO OBSERVE CANDIDATES IN THEIR NATURAL STATE, IN ORDER TO PROVIDE BEST POSSIBLE SERVICES TO THEIR CLIENTS – EMPLOYERS.

In practice, Hiring Managers tend to pass judgment on a far wider range of issues, from your command of English to the way how you speak and dress.

OTHER IMPORTANT RECOMMENDATIONS

IT IS A GOOD IDEA TO TREAT THE FIRST MEETING WITH HIRING MANAGER AS THE START OF A LONG-TERM BUSINESS RELATIONSHIP. IDEALLY, THE MEETING SHOULD BE RELAXED AND INFORMAL, ASKING QUESTIONS AND EXCHANGING INFORMATION AS YOU GET TO KNOW EACH OTHER.

Most Hiring Managers are sensitive to how well candidate listens. It is often said that listening is more important than talking. We recommend that you listen carefully, and then follow up with brief, but well considered question or statement.

Eye contact is also important. Some candidates barely look at the person they have just met, which raises a whole host of questions. Others try to maintain eye contact almost continuously. This can come across as artificial at best. If your eye contact is unrelenting, it can be perceived as aggressive. It is usually better to re-establish eye contact at regular intervals.

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TIP NO. 10

If you have not been interviewed for a while, you may wish to consult a book on body language to help you to avoid certain habits such as nervous tics and “steepling”, (touching your hands together and fingertips when speaking). “Steepling” can be interpreted either as a sign that you feel superior or – confusingly – that you feel inferior. Neither will help you to build a rapport with the interviewer. It is also highly advisable to take professional advice by BH consultants. Usually they use video recorder to analyze your “practice” interview in order for you to be able to get detailed feedback.

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TIP NO. 11

Never use a metaphor or other similar phrases/figures of speech, which you are used to seeing in print. Never use the passive/negative when you can use active/positive. Never use a foreign phrase, scientific word, or a jargon word if you can think of an everyday English equivalent. Think, is the Hiring Manager going to remember you among other candidates due to your speech? Are you going to be remembered for positive and tangible achievements or for a new idea which can move potential employer to a next level?

KEEP IN TOUCH

ANDERSON WILLINGER IS ONE OF THE MOST RESPECTED EXECUTIVE SEARCH COMPANY IN CENTRAL AND EASTERN EUROPE (CEE). THE VERY INDIVIDUAL TREATMENT OF OUR CUSTOMER NEEDS HAS MADE US THE FIRST CLIENT CHOICE IN EXECUTIVE SEARCH.

MORE ABOUT ANDERSON WILLINGER YOU CAN FIND ON:

WWW.ANDERSONWILLINGER.COM

FOLLOW US ON [LINKEDIN](#) TO GET NEWEST UPDATES FROM THE LABOR MARKET



BESTHEADS is one and only company delivering effective tools for the career management thanks to Methodology supported by Labor Market Expertness of Anderson Willinger Group.

BESTHEADS IS A SOLUTION FOR 3 KEY PHASES OF A CAREER:

- INPLACEMENT – designed for Managers who want to quickly find a new place on the labor market
- PERSONAL BRANDING – designed to build a successful career with their current or future Employer
- EXECUTIVE PROGRAMME – for Managers successful in long-term who are targeting for local or international role of Director

MOST AWARDED BESTHEADS PROGRAMS INCLUDE:

- INTERACTIVE SEMINAR LinkedIn 3D Business Card – How to create an online identity, keep it under control and how to develop networking
- INTERACTIVE SEMINAR Employer Branding – First tool in the Czech Republic created for HR Leaders

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1ST CLIENT CHOICE IN EXECUTIVE SEARCH

OUR LATEST SUCCESS

SEE WHY OUR INDIVIDUAL HANDLING OF ALL OUR CUSTOMER REQUESTS AND THEIR TRUST ON CONTINUOUS ASPIRATION FOR SUCCESS AND INNOVATION HAS MADE US WHO WE ARE: THE FIRST CLIENT CHOICE IN EXECUTIVE SEARCH.

MEET OUR PARTNERS



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WE ARE PROUD OF HAVING PARTNERS WITH UP TO 18 YEARS OF SENIOR MANAGEMENT EXPERIENCE. BEING INDEPENDENT FOR 14 YEARS.

THE VERY INDIVIDUAL HANDLING OF ALL OUR CUSTOMER REQUESTS AND THEIR TRUST WITH CONTINUOUS ASPIRATION FOR SUCCESS AND INNOVATION HAS MADE US WHO WE ARE: THE FIRST CLIENT CHOICE IN EXECUTIVE SEARCH.

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