



**International
Workplace
Consulting
Pte Ltd**



How Do You Rate Your Hiring Decisions?

It's no secret. Every hiring decision is risky.

Thankfully, the right recruiter can take most of the guesswork out of hiring.

They can work with you to define clear expectations and make sure they are met. But there's a catch.

How do you pick the right recruiter?

Here's the key factor you need to consider:

The right recruiter doesn't fill 'vacancies'. They help

fulfill **business goals**.

"That sounds great on paper, but does it work?"

We knew you'd ask. After all, "good intentions" don't always translate to better hiring outcomes. But an effective process and focused expertise do!

Know the Difference

Candidates that sound similar on



their resume don't bring the same capabilities on the job.

All recruiters aren't alike either.

The right recruiter will make the selection process fast and efficient, leading to better hiring outcomes.

Others might drag the process forever - they have no industry focus, no proven process to qualify the right applicants,



Improving Retention with a Better Fit

Employee turnover is among the largest costs of business - terminating an employee, or filling a vacancy, can cost up to five times the employee's salary. What's worse is the 'unseen' cost of an unhappy workforce and poor morale.

inconsistent practices, no clear strategy to attract specialized talent and worst of all...they rarely "do their homework" in terms of what the employer expects!

Employers that set clear expectations about the involvement and expertise of the recruiter, always make better hiring decisions. There are various factors you need to consider, before signing a contract with an external recruiter.

Here are the absolute musts:

Focus on Niche Recruiting

We believe that 'effective recruiting' is focused recruiting.

At **International Workplace**

Consulting, we have more than 15 years of targeted experience in the area of executive head hunting in niche industries such as oil and gas, life, biomedical and chemical sciences as well as specialized engineering and manufacturing.

We know what talent is in demand. We make our network and connections work hard for you, to help you secure the best people!

Unlike generalized recruiters, a niche recruiter must work on their reputation and contacts, seize every opportunity to build their network with events, trade press coverage, stay abreast of industry news and hiring trends, have access to the right people and information.

Our breadth of experience has led us to become a leader in middle to senior management level recruitments across Asia as well as internationally. It is precisely that level of experience and specialized knowledge and skills that has allowed us to become one of the premier staffing agencies in Asia.

Turning Problems into Solutions

There isn't a single performance



Candidates trust us because we're professional and knowledgeable about the industry. We are established, well-connected



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issue that cannot be addressed with a customized screening process. We integrate a wide range of assessment and verification procedures to ensure that your performance goals are met.

By developing a strong relationship with each client, we take the time to find out precisely what is needed and then develop a customized head hunting strategy to deliver results that are custom matched for the needs of our clients.

Improving Retention with a Better Fit

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You can meet your performance and retention goals with a customized screening process.

At **International Workplace Consulting**, our

attention to detail and dedication to your goals is what sets us apart.

Many Clients today place equal emphasis on the personality-fit of executives. Besides seeking the tangible match, this helps to ensure that the prospective hire can bring in new set of experiences and complement the existing culture, while pushing ahead for innovation.

We can assist by employing renowned personality assessment tools used by many large organizations worldwide. You can also use this profiling tool to assess the work behavior profile of your current key employees.

Better Sourcing

Networking and a targeted outreach program give us access to a reliable talent pool, which online searches cannot provide.

Knowledge is power and we inspire confidence



We know what talent is in demand. We make our network and connections work hard for you, to help you secure the best people!

"Executive search (informally headhunting) is the process of recruiting individuals to fill executive positions in organizations. Executive search may be

performed by an organization's board of directors, by executives in the organization, or by an outside executive search organization." — Wikipedia

with our superior market intelligence and resourcefulness.

Credentials Matter

Candidates trust us because we're professional and knowledgeable about the industry. We are established, well-connected and well-informed.

We take your company's reputation seriously and project the right image with consistency in our communications and screening processes.

Schedule a Free Consultation

For more than 15 years, we have helped industry leaders secure top talent, meet business goals and reduce the cost of turnover. Clients that worked with us have reported better hiring outcomes with **International Workplace Consulting**.

We're consistent because we have the right expertise, we take the time to understand your specialized needs and develop result-oriented plans and screening processes that work for You.

Make your hiring process work harder for you!

Allow us to show you why this letter is so important to meeting your business goals.

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