

# REACHING OUT TO THE WORLD



# **KEEPING OUR ROOTS IN ITALY**

Elan Executive Search was set up in 2003 with the express purpose of employing the specialized knowledge and expertise of its partners: a deep individual knowledge of specific industries, as well as the economic and organizational facets of business. In so doing, we ensure that we speak the same language of our clients and possess an understanding of their environment and needs. Over time, Elan's activities have taken on an ever-increasing international flavour, operating, not only through its own network and alliances, but also by dealing with European searches directly. Such experience was developed through years of close-knit relations with the holding companies of Italian firms and foreign companies based in Italy. Elan's approach to the Head Hunting field was further refined by the introduction of Management Audits & Assessment, taking advantage of the already-established methodologies, while at the same time introducing a more innovative and personalized approach. One area which took on a life of its own was that of Mapping, based on a preliminary enquiry according to different sectors or other criteria. In each of these three areas, Elan stands out as being competitive in terms of timing, cost and quality. The following table is an overview of WHAT we do, HOW we do it competitively, and WHY we are able to develop what we do using our unique talents and expertise.

**WHAT**

**S**

**NATIONAL AND  
INTERNATIONAL  
SEARCH**

**A**

**TOP AND MIDDLE  
MANAGEMENT  
ASSESSMENT**

**M**

**MAPPING  
PER INDUSTRY  
OR OTHER**

**T  
TIMING**

SHORT DUE TO  
CONSOLIDATED  
KNOWLEDGE  
OF INDUSTRY  
AND SOURCES

IN LINE  
WITH DIFFERENT  
STAGES

RELATED TO  
INDUSTRY AND  
DEGREE OF  
INNOVATION

**SI  
SPECIALIZATION  
INTEGRATION**

**C  
COST**

COMPETITIVE  
AND FLEXIBLE

CONSISTENT  
WITH TARGET  
AND PHASE

TAILORED TO  
NEEDS

**MC  
METHOD  
COMMITMENT**

**Q  
QUALITY**

PROCESS,  
REPEAT BUSINESS  
AND  
TESTIMONIALS

DIFFERENTIATION  
PER TARGET  
AND PHASE

LEARNING  
CURVE

**GL  
GLOBAL  
LOCAL**

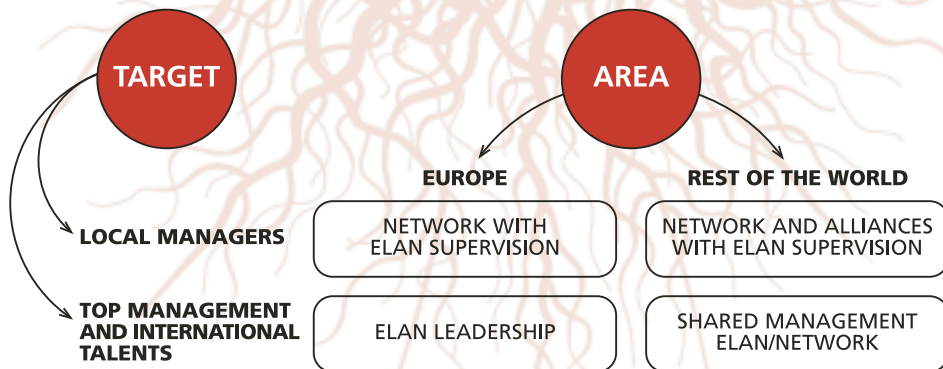
**HOW**

**WHY**

## Searches - Methodology



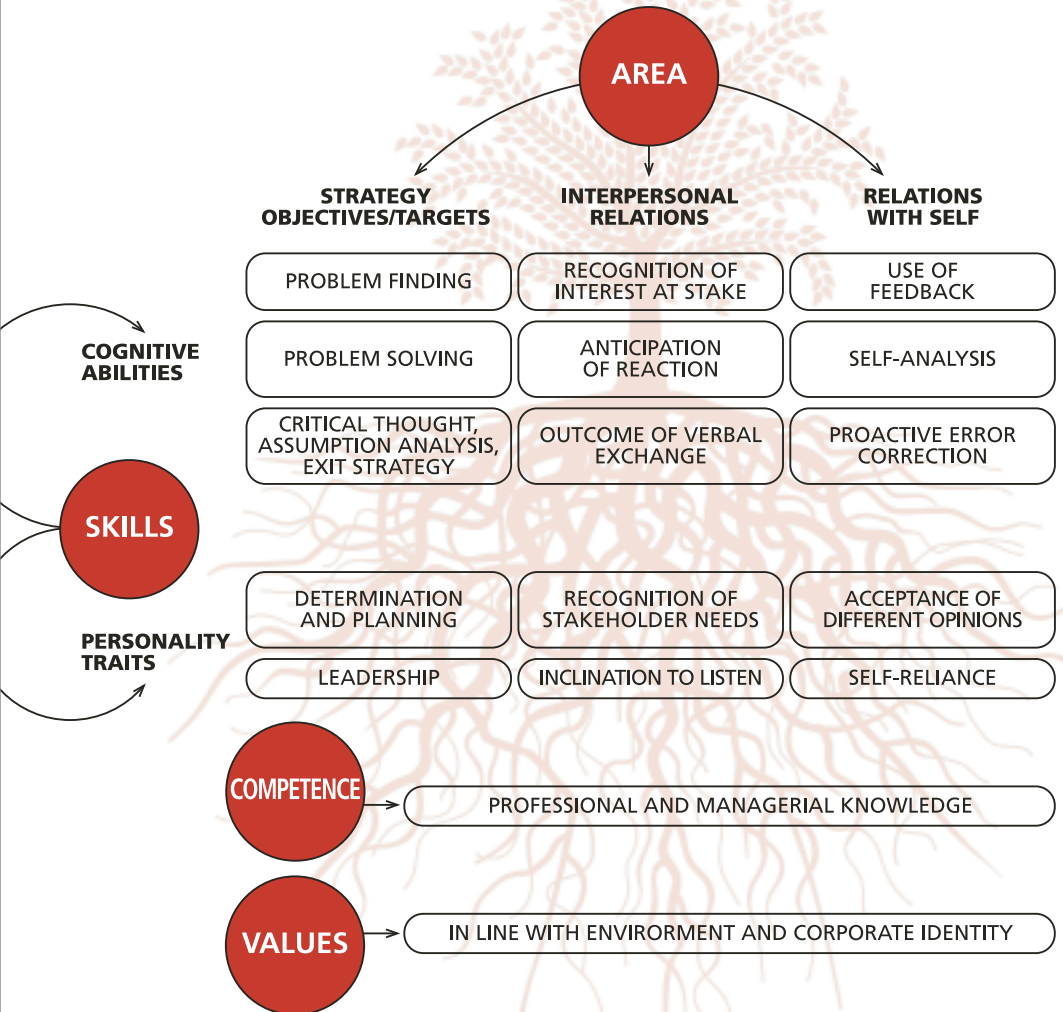
## - International Searches



# Mapping



# Top Management Assessment



# Middle Management / High Potential Assessment

## NEW RECRUITMENT ASSESSMENT

RESEARCH, SCREENING CV,  
INTERVIEW

ASSESSMENT GROUP

COMPANY/AGENDA  
PRESENTATION  
COMPANY CASE STUDY  
ROLE PLAY / IN BASKET  
SELF-ASSESSMENT

ONE-TO-ONE

FINAL REPORT

## DEVELOPMENT ASSESSMENT

PROJECT DEFINITION  
WITH CLIENT

ASSESSMENT GROUP

COMPANY CASE STUDY  
ROLE PLAY / IN BASKET  
SELF-ASSESSMENT

ONE-TO-ONE

IN-DEPTH ANALYSIS

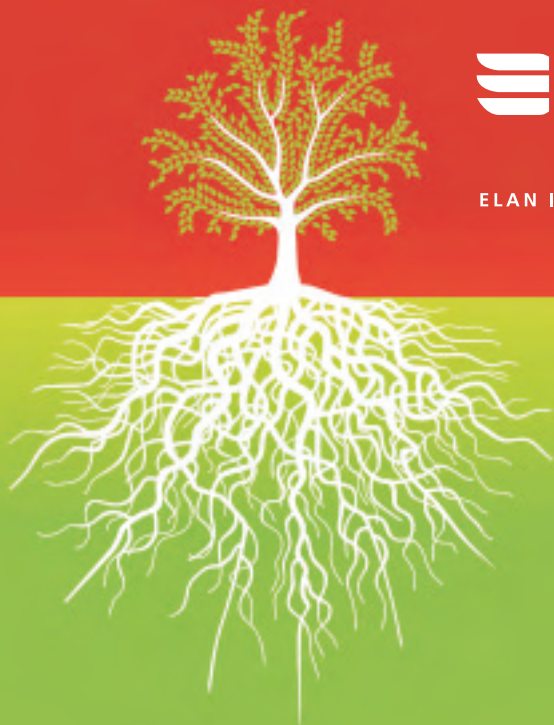
PERSONALITY TEST  
S.W.O.T. ANALYSIS

FINAL REPORT

TIMING

COST

QUALITY



 **ELAN**  
**INTERNATIONAL**  
EXECUTIVE SEARCH

  
**inac**  
executive search  
worldwide

ELAN INTERNATIONAL IS A MEMBER OF INAC

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#### **PARTNERS ABROAD**

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Bucharest. Budapest. Buenos Aires.  
Darien. Den Haag. Düsseldorf. Göteborg.  
Helsinki. Holte. Hong Kong. Istanbul.  
Kalmar. Lisbon. London. Madrid. Malmö.  
Mexico City. Miami. Moscow. Oslo. Paris.  
Praha. Riga. San Isidro. Santiago.  
Sao Paulo. Shanghai. Sofia. Stockholm.  
Stuttgart. Tallinn. Trondheim. Växjö.  
Vienna. Vilnius. Warsaw. Zürich.