

## Why Choose Hawes Partners?

There are several reasons why Hawes Partners is the right choice to carry out your search activities:

We are a partner to trust. On your behalf, we get on with doing what we are very good at, allowing you to concentrate on what you do best; running and building your business.

We aim to exceed your expectations. We enjoy our work and take great pride in what we do and achieve. We don't merely want you to be happy with the person that we have found for you, we want you to be delighted with the service that we have provided and the whole experience of working with Hawes Partners.

We use and share our knowledge. By knowledge we mean experience, expertise, values and interpersonal skills. This knowledge has been derived both from owning and operating businesses, experience in industry and executive recruitment, leadership and management expertise. Internally, we don't compete; on the contrary we share our knowledge to ensure that Hawes's partners collectively give you the best service possible.

We are dedicated to your search. Unlike other firms where staff work on as many as six or seven assignments at time, at Hawes Partners, our founding principle is to limit our activity to no more than two assignments at any given time per search team member. This means that we will work on your assignment every day, not one out of every five or six days. The result is a more thorough search completed in a shorter time.

We provide original, targeted research. Hawes Partners's success has come, in large part, from the ability to network and locate talent. Original research is the best way to accomplish this. Hence, we do not draw from stale databases or rely on responses from newspaper advertising, an approach which at best can be considered as selection. While we do also have an extensive database and list of contacts, at Hawes Partners we are proud of our ability to personally search for, locate and "headhunt" the best candidates.

We have responsive networks. We are acutely aware that the networks we build and depend upon are made up of real people; we treat every person we talk to with utmost respect hence ensuring that our networks are highly responsive to our, and hence the client's, needs.

As a boutique firm we are not restricted by an extensive "off-limits" list. We are a new, boutique, generalist firm, and as such we can operate without the constraints and blockages associated with larger firms, giving us access to a larger pool of candidates. It would be a shame if the best candidate were to be off-limits because they belonged to a former client.

We develop greater understanding of your culture. Our focus on quality over quantity lets us immerse ourselves in the culture and operations of each client, so we can better understand the unique values and "fit-factors" of an organization.

We offer you personal attention. Chris and any partner with Hawes Partners are more than just figureheads within the organization. You can rest assured that the search leader is personally recruiting, interviewing and assessing candidates on your behalf. Chris and the rest of the team will be active in your search from beginning to end.

We give you our guarantee. Should the person we place leave your employ for any reason within twelve months, we will conduct the search again for no additional fee.