



**LOOK NO
FURTHER**

 **GULFMANAGERS**[®]
EXECUTIVE SEARCH

Chairman's Address

Since its founding in 1997, GulfManagers has been the executive recruitment industry's leader and innovator, and today, has evolved as the region's premier provider of executive talent management solutions in the Banking and Finance Industry. Understanding that the business community is now facing many more challenges in attracting, retaining and developing senior managers, GulfManagers services range from executive recruitment to corporate governance and CEO recruitment, outsourced recruiting, management assessment, and executive coaching and development.

Our executive recruitment professionals, many of whom joined our firm from senior positions in the industry sectors, they now serve, conduct more than 2,000 senior level searches for clients in the GCC and the Middle East each year. Our consultants are based in 3 countries: UAE, Bahrain, and Egypt.

With our time-proven search process, market knowledge and worldwide network, it is not surprising that more and more leading organizations around the region trust GulfManagers to deliver and develop the best executives to run their businesses than any other firm: a responsibility we take very seriously and work every day to meet with integrity and results.

ADEL AL ALAWI
Chairman-GulfManagers

GulfManagers Executive Search, part of the Forum International Group of Companies, is a highly specialized search and selection firm focusing on the Financial Services Sector in the Middle East.

Founded in 1997 with the head office in Dubai and branch offices in Bahrain and Egypt,

GulfManagers Executive Search, is unrivalled in its field. Our service and commitment in creating strategic and organic hiring solutions has earned the company respect and a proven reputation within the GCC countries and the wider Middle East and North Africa regions.

A team of seasoned professionals with extensive experience in a broad variety of banking and finance disciplines use their expertise to make the right match between the client's needs and the ideal candidate's talents and career goals. We also source finance professionals for clients in other business sectors such as Oil and Gas, Industrial, IT and Telecom, FMCG and Durable Consumer Goods, Pharmaceutical, Retail and Wholesale Trade, Construction/Property Development/Real Estate and Law Firms as well as the Governmental and Non-Profit Sectors.

We combine proprietary, technology sourcing, direct sourcing, and the strength of a core research group in a tailored approach for every client.

Bringing Executives Together



"The industry knowledge and global reach of our firm ensures that our clients have access to the most qualified candidates for every position."

ADEL AL ALAWI
Chairman-GulfManagers

What We Do

| Executive Search Retained

GulfManagers will handle the assignment on an exclusive basis. Clients will find it in their interest to engage GulfManagers on a retainer basis as they will enjoy the exclusive privilege of a detailed search plan. This plan includes 3 stages.

| Executive Search Stage One – Longlist

- Target peers competitors
- Screen candidates & assess them
- Deliver a longlist of candidates

| Executive Search Stage Two – Shortlist

- Conducting Profile Assessments
- Present detailed presentation of candidates
- Deliver a shortlist of candidates

| Executive Search Stage Three – Interviews Arrangement

- Arranging for interviews
- Negotiation process
- Conducting reference checks

| Executive Search Contingency

The following table outlines the projected timings for each stage of the assignment. The timings will vary according to the time taken by the Client to provide us with their feedback:

| Timing

The following table outlines the projected timings for each stage of the assignment. The timings will vary according to the time taken by the Client to provide us with their feedback:

| Project Stage | Week 1 | Week 2 | Week 3 | Week 4 | Week 5 | Week 6 | Week 7 |
|---------------|--------|--------|--------|--------|--------|--------|--------|
| Stage 1 | Active | Active | Active | | | | |
| Stage 2 | | | | Active | Active | Active | |
| Stage 3 | | | | Active | Active | Active | |

| Profile Assessments

Profiles International provides a comprehensive array of people (employee) assessment instruments used to put people in the right jobs, help managers lead, coach, and motivate effectively, and help all employees direct their efforts to achieve greater productivity and profitability.

Every time you hire someone or promote an employee to a new position, you are gambling with the future of your company. Matching people successfully with the work they do is the key. When people feel competent, are interested in their daily duties, and have the opportunity to use their inherent talents, their productivity soars.

Profiles International assessments evaluate people for key issues such as JOB FIT, ENERGY, RELIABILITY and CULTURAL FIT. Use Profiles International assessments and you'll be sure to pick more winners.

| Benefits to Employers | Benefits to Employees (Candidates) |
|--|---|
| Avoid costly hiring mistakes | Gain thorough understanding of your own strengths and areas for development |
| Hire Top Performers | Gain thorough understanding of your own strengths and areas for development |
| Put the right person in the right job the first time | Provides you with detailed coaching and development comments |
| Identify and develop leadership skills of your supervisors, managers, and executives | Acts as a Career Compass to design your own career plan |
| Using the Profiles XT Placement Report conduct systematic and targeted interview with candidates | Recognize your potential |

The Job Fit and Benchmark Technology

| HR Consultancy Practice

GulfManagers is pleased to announce the launch of their new consulting services, the Human Resources (HR) Practice. The HR Practice has been specially geared towards organizations who are dedicated to be in line with the industry best practices. We have highlighted below some of the service offerings to provide you with background information as to the new portfolio of services that GulfManagers can provide towards your organization.

| HR Systems & Policies

The primary purpose of defining and collating HR System & Policies is to formalize and emphasize the various HR policies, procedures and systems. These are documented as the following:

- HR Policy and Procedure Manual
- Employee Handbook / Induction Manual
- Operating Policy and Procedures Manual

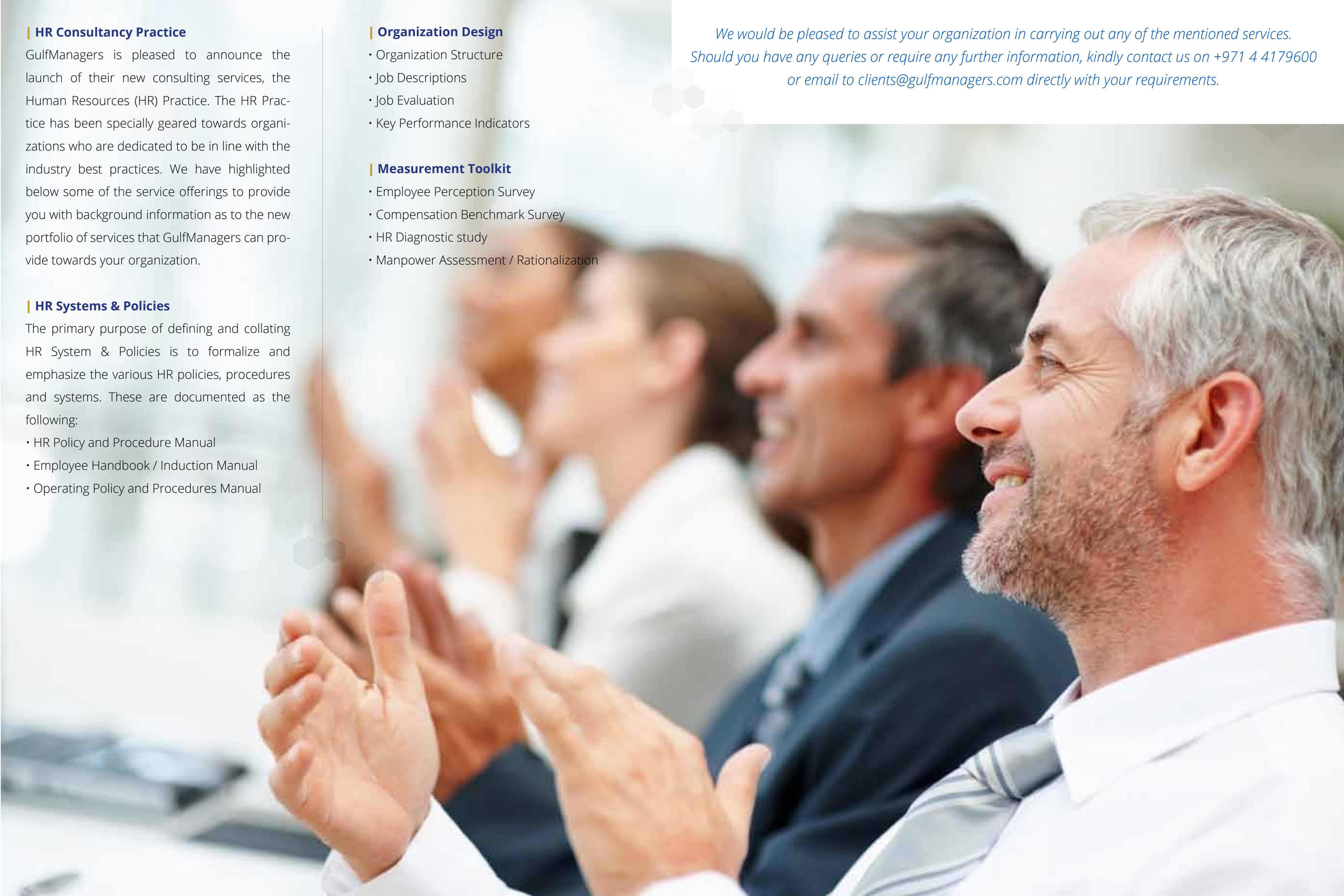
| Organization Design

- Organization Structure
- Job Descriptions
- Job Evaluation
- Key Performance Indicators

| Measurement Toolkit

- Employee Perception Survey
- Compensation Benchmark Survey
- HR Diagnostic study
- Manpower Assessment / Rationalization

We would be pleased to assist your organization in carrying out any of the mentioned services. Should you have any queries or require any further information, kindly contact us on +971 4 4179600 or email to clients@gulfmanagers.com directly with your requirements.



Regional Coverage



GulfManagers covers the entire Middle East. With extensive knowledge of country and culturespecific factors based on experience, we deliver the best candidates, and also provide the added value of consulting you on the best strategies for your human capital needs. From finding the top candidates in your own city to undertaking a multi country search across the region, we offer a comprehensive solution that brings results.



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 NOVARTIS

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