

# Testimonials

## What people have said about us

### Executive Search

"During my career I have worked with many of the key players in the Executive Search industry. Marlin Hawk outclasses them all; they have an exceptional dynamic process and excellent stakeholder management skills. I believe their contribution and involvement with our team has given us the edge over competitors. They are inspirational and motivational whilst practical and in measurable ways, truly add value".

*Group CIO*  
**Energy and Utilities**

"For the last four years the Marlin Hawk team have been our Executive Search partners. They have placed a significant part of my top team enabling me to develop this world class IT function. What has pleased our executive board is the clear evidence of a real improvement in our existing team through this injection of high profile talent".

I cannot commend Marlin Hawk highly enough.

*Group COO*  
**Financial Services**

"I really like the people and the process, it works and it has helped me combine two roles into one, saving me time, effort and money. I now look at the investment of Executive Search in a new way and I actually feel like we have true partnership with Marlin Hawk."

*Head of Operations*  
**Major Telecommunications**

"It was probably the simplest, best and most efficient process I have ever encountered with an Executive Search firm."

*Head of Service Delivery*  
**Media & Publishing**

"Rarely have I heard the business refer to an Executive Search process as flawless, however that is exactly how it was described by our Managing Partner. I joked when I said I would like to find the suitable candidate in 30 days, we were *all* amazed when we found the candidate on day 28 after an efficient and effective short-list experience. The true knowledge and commitment of the Marlin Hawk team is second to none."

*Global Head of Executive Resourcing*  
**Professional Services Firm**

"The service provided by Marlin Hawk was outstanding. As a first time user of Executive Search I was amazed at the level of detail and market knowledge that the consultants provided. I managed to find a COO for my business that I know will be with us for a long time."

*CEO*  
**Online Retailer**

"The end to end experience of dealing with Marlin Hawk has been excellent. From the initial conversations through to the quality of the successful candidates the process was easy. If more Interim Management consultants spent as much time really understanding the needs of both the employer and employee as Marlin Hawk recruitment would be straight forward.

All of the candidates we have recruited have matched the business both from a competence and values point of view which has been very refreshing."

*Head of Customer Services*  
**Professional Services**

"As a business, I have no doubt that much of our success is down to the people that Marlin Hawk have allowed us to attract."

*Director of HR*  
**Asset Management Firm**

"A belated but none-the-less sincere thank you for my Christmas gift. It was totally unexpected. I really appreciated the excellent job you did helping us with Marc's recruitment, and on the basis of that very positive experience should I ever need to look for an IT professional again you can be sure I will come back to Marlin Hawk."

*Former CEO*  
**Private Medical Insurance**

"Marlin Hawk provided us with the countless added benefits that we just didn't expect from a search firm. We are a demanding client yet we never seemed to faze Marlin Hawk, they proved that 100% delivery *can* be achieved."

*Divisional CIO*  
**Insurance**

We have been working with Marlin Hawk for over four years now; they constantly impress me with their service. They have dramatically improved the standard of my team through both external appointments and internal promotions. I would have absolutely no hesitation in recommending Marlin Hawk to anyone who wants more value from an executive search firm."

*HR Director*  
**Public Sector**

"Marlin Hawk enabled us to appoint high profile leaders in the market that we have previously never been able to attract. Their professional approach and detailed process provided significant value in raising our brand in the external market."

*Head of Delivery*  
**Professional Services**

"I like the people and the process; it works incredibly well and enabled me to combine two roles into one when we had our views challenged by the benchmark candidate."

*Group CIO*  
**Global Insurance**

"We knew the leadership skillset was esoteric but it didn't affect the project plan, pleasantly surprised by the success."

*Group CIO*  
**Energy Business**

## **External Benchmarking**

"I was intrigued to hear the enthusiasm of colleagues who had engaged Marlin Hawk to compliment their internal HR team on numerous 'talent improvement' projects. I subsequently chose to engage them and now I understand why! They benchmarked my team around 4 geographical hubs and raised the bar by making me appoint a leader I wasn't expecting to find. I walked away from the process knowing that I had received real value for my money and would not look anywhere else for reliable market advice."

*Group Head of HR*  
**Financial Services**

"Marlin Hawk's input on this internal project has been invaluable. I see the investment in engaging them at this critical stage returning dividends in the business every day, as the result of the improved calibre of leadership we now have in house."

*Former Head of HR*  
**FMCG**

"The work that Marlin Hawk did for us really helped at a critical time in the company's development and they contributed a lot to the understanding and development of our culture through encouraging me to appoint a leader that I wasn't expecting to find internally."

*Group CIO*  
**Global FMCG**

"Marlin Hawk were crucial in the significant shift in the calibre of talent in our organisation. Their unique and impressive process allowed us to find the unusual leaders that we were looking for. These appointments had a huge impact on the team and Marlin Hawk were a key partner throughout the entire on-boarding process. If you are looking for more than filling a gap in your management team then look no further than Marlin Hawk."

*Group CEO*  
**Travel and Tourism**

"The market intelligence provided by Marlin Hawk was critical in enabling us to determine our recruitment strategy for 2009. Their thorough research has provided us with an ability to create compelling, high impact go to market strategies and subsequently the appointment of some world-class leaders."

*COO*  
**Financial Services**

"Marlin Hawk enabled us to benchmark our internal management team against the external market in an orderly and discreet fashion. We have now killed two birds with one stone through promoting internal candidates and saving money on unnecessary external hires."

*Head of HR*  
**Public Sector**

## **Our People**

"I have no hesitation in recommending Marlin Hawk and their entire team. I find them to be efficient and determined consultants who know their market very well. We are a difficult customer yet they can never be happier to help us."

*Divisional CIO*  
**Global Insurance Company**

"Marlin Hawk's success is based on their people and their philosophy that companies will automatically be more successful if the

individuals employed within them are able to attain personal fulfilment. The Marlin Hawk team are a fun, dynamic group of consultants with considerable market knowledge who make the executive search process enjoyable."

*Head of Project Management*  
**Leading Retailer**

"No fluff, direct, with a high set of values and ethics. Marlin Hawk provided me with a diverse network that provoked me to rethink about where I spend my time as a leader."

*Head of Service Delivery*  
**Financial Services**

"A devoted and enthusiastic team that have helped us shape the company that we are today."

*Managing Partner*  
**Professional Services**

MARLIN HAWK