

MARLIN HAWK

A JOURNEY OF DISCOVERY

THE LEADERSHIP ADVISORS

“DESTINATION  
IS NEVER A PLACE,  
BUT A NEW  
WAY OF SEEING”

HENRY MILLER

Some years ago we began a journey into the unknown. We saw that the business world had changed, but the business of recruiting leaders had not. We wanted to give forward-thinking firms a new way to find outstanding executives, a better way to think about their most valuable resource. So we created Marlin Hawk.

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 Today, we get results for clients and candidates around the world, in every major business sector.

Like all pioneers, we've had to navigate uncharted territory. There was no map to describe the different kind of business we wanted to build – a **boutique advisory firm, focused on the next generation of global leaders**. To find our way, we followed our own compass.

Our single fixed point was this: keep the client base small and build deep relationships that last. Those who've travelled with us know we will hunt wider, dig deeper and work smarter to find the few special candidates who make a real difference.

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LEADERSHIP ADVISORY  
EXECUTIVE SEARCH



## THROW OUT THE GUIDEBOOK

Successful companies employ great people and get the best out of them. It sounds simple.

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But outstanding leaders know they must keep challenging what **'great'** means, what **'best'** looks like. They ask themselves questions like: how will the kind of people we need change? What skills will help us to grow next year? Are we getting the best out of everyone?

We help market leaders to think strategically about how they will find and deploy people who make a difference.

Before you embark on your search journey, we can work with you to establish a clear view of the talent in your organisation, so you can identify any gaps and overlaps. We will give you an overview of the wider market, so you can understand how best to position your business against competitors.

Only then do we start actively searching for candidates.

Our flexible and agile approach to talent management means that, as you journey forward, you will travel with people who can help you reach your destination - fellow pioneers, not passengers.



“A GOOD  
TRAVELLER  
HAS NO  
FIXED PLANS”



LAO TZU



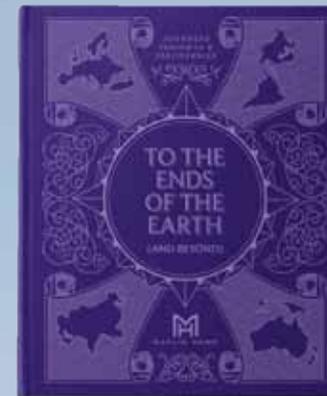
“INSPIRING JOURNEYS OF DISCOVERY ARE AS MUCH PART OF THE CITYSCAPE AS THE WILDERNESS. WHETHER IT’S THE BOARDROOM TABLE OR THE POLAR PLATEAU, EXECUTIVE BENCH OR CONTINENTAL SHELF, IF WE EXPAND OUR HORIZONS AND RISE TO NEW CHALLENGES, WE ARE CAPABLE OF ACHIEVING THE SEEMINGLY IMPOSSIBLE.”

SIR RANULPH FIENNES



## JOURNEYS, INSIGHTS AND DISCOVERIES

We’ve guided our clients on some incredible journeys. Some of their extraordinary experiences and achievements have been captured in a book. You can find it on our website at [www.marlinhawk.com](http://www.marlinhawk.com)





## LEADERSHIP ADVISORY

We are involved in an ongoing dialogue with business leaders around the world about how they deploy talent to the best effect. We know where they have lost time down pointless dead ends, the shortcuts they regret taking.

We offer strategic advice in the form of partnership programmes, research and mapping projects. Our advice is grounded in reality, reflecting the ever-changing business landscape.

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Our bespoke Leadership Advisory Services explore the strengths and weaknesses of our clients' organisations in relation to the external market.

They can be deployed as an alternative or prelude to executive search and will help you answer questions like:

How effective is my senior team and how do they compare with the talent leading my competitors, or candidates from other industries?

Should I invest in and up-skill my senior team or replace them? What about succession planning?

Do my organisational structure and talent strategy support my business goals? Am I doing enough to retain and attract the people I need?

Where is the real talent in my business, and where do I have gaps? Where are the geographic hot spots for talent within my industry?



## EXECUTIVE SEARCH

A Marlin Hawk talent search will find the people you need to reach your strategic destination.

We don't just navigate through waves of CVs. We explore in depth and detail to reveal the people behind the CVs and match drivers, values and culture. We find individuals who do not just accept the world as it is; they want to shape the future.

### We offer:



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**Unparalleled market intelligence** on business trends and talent availability across multiple sectors and geographies, helping our partners to see the big picture.



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**Innovative selection methods** that enable us to take a scientific approach to talent identification and assessment and show that the right talent – and cultural fit – could redefine success.



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**Experienced search professionals** who can understand your business and how you need to be perceived in the market, with the independence of mind to give you unvarnished feedback.



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**An incredible end-to-end experience**, so new hires can integrate with your business quickly and effectively, and everyone is happy with the decisions they've taken.



## BEYOND LIMITS

Finding outstanding people is never easy. Yet the route that leads to the perfect candidate is one we travel each and every day. With Marlin Hawk as your counsel, you know you are heading in the right direction.

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There is no such thing as the ‘standard brief’. We don’t simply trawl databases or regurgitate predictable candidate lists. We go to the ends of the earth to find those rare individuals who deliver real competitive advantage.

Ours is an uncompromising approach that is incredibly creative, but scientifically rigorous. Once we have tracked them down, we don’t rely on intuition to shortlist candidates. Our proprietary balance sheet tool assesses each candidate’s ambitions, ‘life journey’ and desire to grow personally.

Our acute insight reveals a more meaningful portrait that enables us to pinpoint the best of the best. That way we deliver results that are sometimes unexpected, but always highly effective.

### THE SEARCH JOURNEY:

1. BRIEFING  
|  
& CULTURE CAPTURE  
↓
2. RESEARCH, SELECTION  
|  
& TRACKING  
↓
3. BENCHMARK CANDIDATE  
|  
& CALIBRATION  
↓
4. RIGOROUS ASSESSMENT  
|  
& BALANCE SCORECARD  
↓
5. SHORTLIST & MARKET  
|  
INTELLIGENCE  
↓
6. CANDIDATE ON-BOARDING,  
|  
INTEGRATION & COACHING

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COMMERCE & INDUSTRY  
FINANCIAL & PROFESSIONAL SERVICES  
INTERIM MANAGEMENT

“MAN CANNOT  
DISCOVER NEW OCEANS  
UNLESS HE HAS THE  
COURAGE TO LOSE SIGHT  
OF THE SHORE.”

ANDRÉ GIDE



## GLOBAL FOOTPRINT

At Marlin Hawk we treat every client as our first. We set high standards for ourselves in terms of ethics, unrelenting hard work and results.

To start your quest for the next generation of business leaders, please contact one of our offices.



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OF A THOUSAND  
MILES MUST  
BEGIN WITH A  
SIMPLE STEP”

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