



## **SpenglerFox and Pinnacle Search Partners, LLC recently launched joint event, 'Global Connect' – an international business seminar in NYC.**

**Seminar attended by top business leaders with global and regional remit with guest speakers Tom McGehee and Bob Ryan.**

SpenglerFox, and Pinnacle Search Partners, LLC, along with our other affiliates hosted an international 'Global Connect' seminar in New York City as part of our Knowledge Exchange series.

This event was an exclusive invitation only business seminar that brought together top business leaders from the region and abroad to discuss the global landscape and opportunities within talent to enable growth in emerging and developed regions. SpenglerFox plans to hold other Knowledge Exchange events including Zurich in January, Milano in February followed by Johannesburg in March.

Global Connect offered a forum for guests to share their knowledge and experience in different markets and regions where they operate while also gaining knowledge from industry experts from Africa, Asia, Canada, Europe, Latin America, Middle East and US. The event was kicked off by our affiliate representative Mary Elizabeth Sadd from Pinnacle Search Partners, LLC, and Peter Szabo, SpenglerFox, who discussed the essential elements of a good fit between candidate and company.

They identified consideration of the cultural element as being vital. According to Peter and Mary Elizabeth, "Moving people from one organization to another is not straightforward – the cultural part is extremely important and should not be underestimated."

The event included an overview of the talent and business situation across global markets, presented by representatives from SpenglerFox discussing Africa, Middle East, Eastern and Western Europe, Pinnacle Search Partners, LLC discussing US, Ackermann Beaumont discussing Latin America and Southern US,

Lighthouse Global discussing Asia, TWC International discussing Canada, and HSZ Media who looked at the overall Executive Search landscape. Each representative presented a general overview of each marketplace as well as highlighted the intricacies of each market around culture, talent and business dealings. There were also two guest speakers - Tom McGehee, from Brand Velocity, who is a published author, speaker, and thought leader on improving organizational execution through collaboration, and Bob Ryan, an Executive Coach from Shields Meneley Partners who was a former Global VP of HR who has more than 35 personal moves, inclusive of 6 International relocations.

Bob Ryan presented and shared his views as to what it takes for the International recruit to go from candidate to successful employee in the first 100 days. He also talked about bringing internationally recruited candidates to the US, sending US talent abroad, and the elements involved in a 'real' global search. He highlighted the importance of understanding the criteria when looking for candidates and being clear about definitions such as a "global" search. Having clear definitions will enable the search to run more smoothly. It is essential for Executive Search representatives to help companies understand the needs of candidates especially when the candidate is changing countries. Identifying an internal sponsor, who is the person who will move things along in the company will enable the process to be more effective especially when dealing with any unforeseen challenges.

The Knowledge Exchange series was established by SpenglerFox to offer business leaders the opportunity to gain an insight into the global talent landscape. The forum is interactive, allowing business leaders the chance to discuss best practice and ideas with other group members, while being mindful of the overall talent landscape.