Executive Search Industry Anticipates Growth

Industrial, Energy/Natural Resources and Financial Services Sectors Expected to See the Most Growth in Executive Hiring in 2011

Optimism in the senior recruitment market continues with executive search consultants 68% positive and 30% neutral for the year ahead, showing a peak in industry confidence since its low point at the end of 2008.

AESC President, Peter Felix, commented, “The New Year outlook by our members is most encouraging and confirms the renewed demand for executive search services that we witnessed in 2010. Our members are more confident about their pipeline of assignments and although not all markets around the world are recovering at the same pace, the underlying trend is strong.”

66% of respondents indicated that their search practices are planning to hire more consultants in 2011 - rising 18% from mid 2010 results - and 44% plan to hire more researchers.

Felix continued, “As the world economy recovers from the financial services trauma, so the scarcity of executive talent in many sectors and regions of the world has become apparent again. This is most pronounced in the booming economies of China, India and Brazil where the talent gap is of critical proportions. However, the scarcity of talented general management executives persists even in the developed countries. Given these conditions, the outlook for executive search consulting is bright.”

Global findings revealed that the Industrial, Energy/Natural Resources and Financial Services sectors are expected to see the most growth in executive hiring in 2011. Consultants in the Americas held particular optimism (over other regions) for Financial Services, Technology/Telecoms, Energy/Natural Resources, Not- for-Profit, Private Equity/Venture Capital and Real Estate/Construction.

China, India and Latin America are expected to see the greatest scarcity of talent in the year ahead, while the functional outlook places General Managers, CEOs, Chief Operating Officers and Board Directors in strong demand in 2011.

****

The Fuqua School of Business and BlueSteps.com, the exclusive career management service of the AESC, have partnered to provide a direct link to over 6,000 of the world's leading executive search consultants, alongside career resources and industry information. Fuqua students and alumni are entitled to a discount of 30% on BlueSteps Membership. Visit us at www.BlueSteps.com/Partners/Fuqua.aspx and enter Partner Code ‘FUa6xc’ during the final stage of registration, and the membership price will reflect this special offer.
Executive Search Industry Outlook

December 2010 saw the most optimistic outlook since the end of 2008, with 68% of executive search consultants giving a positive prediction for 2011 and 30% neutral for the year ahead.

2011 Sector Outlook

Global findings reveal that Industrial, Energy/Natural Resources and Financial Services are expected to see the most growth in 2011.

Regional findings show more optimism in the Americas - over other regions - in Financial Services, Technology/Telecoms, Energy/Natural Resources, Not-for-Profit, Private Equity/Venture Capital and Real Estate/Construction.

Sectors expected to see the most growth in 2011 *

* Respondents asked to select top three choices
2011 Senior Executive Mobility

Only 39% of search consultants believe that candidates will be more willing to make career moves in 2011 than in 2010 - falling from 45% in mid 2010.

**Predicted willingness of candidates to make career moves in year ahead (or 6 months ahead at mid-year point)**

<table>
<thead>
<tr>
<th>Year</th>
<th>More willing</th>
<th>Same</th>
<th>Less willing</th>
<th>Only consider if exceptional financial and employment security offered at new position</th>
</tr>
</thead>
<tbody>
<tr>
<td>End 2010</td>
<td>25%</td>
<td>30%</td>
<td>6%</td>
<td>2%</td>
</tr>
<tr>
<td>Mid 2010</td>
<td>17%</td>
<td>31%</td>
<td>7%</td>
<td>45%</td>
</tr>
<tr>
<td>End 2009</td>
<td>23%</td>
<td>48%</td>
<td>10%</td>
<td>27%</td>
</tr>
<tr>
<td>Mid 2009</td>
<td>23%</td>
<td>50%</td>
<td>23%</td>
<td>27%</td>
</tr>
<tr>
<td>End 2008</td>
<td>37%</td>
<td>42%</td>
<td>21%</td>
<td>21%</td>
</tr>
</tbody>
</table>

A full copy of the report is available to all BlueSteps members. To join and receive an exclusive membership discount of 30%, please visit [www.BlueSteps.com/Partners/Fuqua.aspx](http://www.BlueSteps.com/Partners/Fuqua.aspx)