



CFR Expands into Egypt

NEW MEMBER

Founded in September 2006 in Cairo, Career Services recruits at Mid-Senior level across business sectors.

CFR identified a professional partner in Egypt having reviewed the findings of the 2010 World Investment Report published by the UN Conference on Trade and Development (UNCTAD). The report stated that Egypt has emerged as the lead development investment recipient country in North Africa and the second after South Africa in the African continent.

Career Services is a young, expanding company with 10 employees. The company works with multinationals such as Vodafone and Microsoft and focuses on delivering quality service by adhering to established recruitment processes.

Career Services delivers candidates via dedicated client account managers, who act as a single point of contact and interface for all issues. This allows for speed and accuracy of delivery, as well as a reduction in communication errors...

Please read on: www.cfr-group.com/newsletter.htm

CFR Expands into Vietnam

CFR's Thailand Member – Top Talent Asia – opened offices in Vietnam's capital – Ho Chi Minh City in July 2010.

Top Talent Asia had already been recruiting for clients in Vietnam and what with the fast-developing economy, a business case was established to invest further in dedicated offices and resources.

TopTalentAsia Vietnam is led by Ben Mason who has been working in recruitment since 1998, throughout the UK, Asia and Australia across multiple industries and job functions. Ben's last role was to establish a major UK recruitment company in Australia.

Currently the company consists of a team of 5 – 2 "Expats" and 3 Vietnamese professionals.

TopTalentAsia Vietnam is currently recruiting Manager to CEO positions across 6 key industry sectors and functions including: Accounting and Finance, Banking and Professional Services, Sales and Marketing, Industrial and Logistics, IT and Telecommunications, Human Resources. ..

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CFR Consulting Group meets in Dubai

CFR CONFERENCE

On 14-15.10 2010 CFR Consulting Group came together for its 6-monthly meeting. The event, hosted in Dubai by CFR's United Arab Emirate partner, Management Solutions International www.msidubai.com focused on the Search & Selection Network's future with an emphasis on strategy and leadership.

50 Members from 30 countries attended.



During the conference, CFR admitted 5 new Search Partners - the highest number of new members admitted at a single conference. The Search firms - from 4 diverse geographies and reflecting the increasingly global nature of CFR – are:

- **TopTalentAsia (TTA) – Vietnam**, represented by Ben Mason. This firm's parent company, TopTalentAsia -Bangkok, Thailand is an existing CFR member.
- **Avenir – Ukraine**, represented by Karina Stepanyan. Part of Avenir in Russia, an existing CFR member.
- **MY Executive Search – Turkey**, represented by Muge Yalcin. The company is a well known Executive Search firm in Istanbul.
- **Career Services – Egypt**, represented by Karim El Halawany. This is CFR's 2nd member in the Middle East.
- **DERHAK IRELAND and Partners – Canada**, represented by Wayne Percy. A Toronto-based firm with a 20-year history and CFR's 1st partner in North America.

The Network's Members heard that cross-boundary assignments with the same clients in different countries increased sharply in the last 6-months providing a basis for cautious optimism.

CFR's Professional Practice Process was officially launched and clients can expect to hear more about this in the coming weeks from local CFR Consultants.

With the expansion of CFR into North America and an increased presence in Asia and the Middle East, CFR recognized the need for Additional Members to its Management Team. Workshops identified the Network's strengths and strategic priorities. CFR Members then empowered the existing Management Team to draft a Strategic Business Plan for 2011 to reflect this initiative. It will be signed off at the next conference taking place in Oslo, Norway on 01-02.04. 2011, to be hosted by CFR's local partner BackerSkeie www.backerskeie.com

*Carl Denny - Management Solutions International www.msidubai.com
CFR Consulting Group Member in the United Arab Emirates*

For more information please go to: www.cfr-group.com/newsletter.htm

CFR Expands into Canada

NEW MEMBER

DERHAK IRELAND & Partners Executive Search www.DERHAK.com, based in Toronto Canada has become CFR's 1st member in North America.

For the past 20 years DERHAK IRELAND has been a Research-based, Management - Executive, Search firm. The firm focuses on the successful completion of complex projects. The Partners are full-cycle consultants managing the successful fulfilment of search projects for their own clients.

DERHAK IRELAND focuses on improving Client Shareholder Value through:

- 1) sourcing 'Hard to Find' candidates
- 2) the assessment and placement of 'Exceptional versus Average' candidates

DERHAK IRELAND is evolving . . .

- In 2008 it became the Toronto Chapter sponsor and host of LinkedIn's largest Recruiter Association, Networked Recruiter.com
- In 2009 the company broadened its range of Search and Selection 'Best Practices'
- 4 new Search Partners are joining the team to satisfy increased business demand

DERHAK'S Toronto location facilitates the delivery of Search projects both coast to coast in Canada as well as in the USA. DERHAK IRELAND anticipates that the affiliation with CFR-Consulting Group® will lead to increased business with international clients.

DERHAK IRELAND Best Practices include:

- Canada's ONLY Can/CSA Q830 Privacy Certified Search firm
- Canada's ONLY 360° Search Firm™
- DERHAK/Caliper™ Canada, exclusive C-Suite Pre-Assessment Program
- DERHAK: Leadership Impact Mapping
- Individual Capability Assessment
- TopGrading® Assessment
- Sensory Logic™ Testing
- Job Fit Assessment: 4™
- Level 12™ Success Coaching

Over the next 6 months DERHAK looks forward to building new relationships in Executive Search and to working on cross-border search projects. DERHAK would like to thank CFR-Consulting Group® and its members for the opportunity to advance mutual goals.

For more information please view the DERHAK IRELAND website at: www.DERHAK.com or contact Wayne Percy at Wayne@Derhak.com



CFR Expands into Turkey

NEW MEMBER

CFR accepted a well-known Turkish Executive Search practice based in Istanbul into its Search & Selection Network.

Muge Yalcin, Managing Partner established MY Executive in 2005 as a spin-off from Ernst & Young. Muge was formally Head of Ernst & Young's HR Consulting Division When Ernst & Young decided to quit HR Consulting due to potential conflict of interest with the Audit division, Muge decided to set up an Executive Search practice together with her former team at Ernst & Young.

MY Executive operates across all industry sectors and all of its consultants are generalists with in depth experience of Executive Search. The Client base covers sectors including banking and finance, pharmaceuticals, telecommunications and FMCG. Its processes are thorough and in line with those of CFR.

MyExecutive also focuses on the recruitment of Non-Executive Directors prompted by the fact that the Capital Markets Board, which governs the Istanbul Stock Exchange, is encouraging Turkish companies to recruit Non-Executives.

The vast majority of recruitment in Turkey is conducted in Istanbul where 16 million people live out of a population of 75 million. Whilst Ankara is the country's capital, there is little recruitment activity there for Search & Selection Consultancies who do not handle government or public sector appointments.

The company places itself as one of the top Executive Search Consultancies in Turkey, competing with major international firms.

MyExecutive is happy to be part of an international network with good quality partners. They are interested in being able to share Best Practice with international colleagues.

The Turkish economy is one of the fastest developing amongst OECD countries, with an average growth rate of 7%; cumulative foreign investment in Turkey is US\$111bn with over 18,000 foreign firms operating in the country. However some larger Turkish companies are now starting to compete internationally and are expanding their operations into international markets. Therefore, MY Executive would expect to be able to support these clients through its CFR partners. Müge said that Russia, The Ukraine, Azerbaijan and The Balkans have been countries into which Turkish companies have typically expanded although did add that some Turkish banks now have operations in Holland.

For more information please view the MyExecutive website at: www.myexecutive.com.tr or contact Muge Yalcin at muge.yalcin@myexecutive.com.tr