

Saxton Bampfylde

Notebook 

It's how  
you fill the  
spaces that's  
important



Our success rate is 97%  
noteworthy compared to  
an industry average of  
70%\*

\*Harvard Business Review case study, April 2008 (say something about reviewed in 2011?)

# High notes

Saxton Bampfylde is one of the world's leading independent search firms. We've been advising on senior executive and non-executive appointments since 1986. We'd like to share our notes on what makes us different.

## **Understanding of complex and global organisations**

- A 25 year track record of finding successful leaders.
- We'll also identify non-executive talent, seasoned change agents and bright young things.
- We're equally in tune with the commercial, public and not-for-profit sectors.

## **Market knowledge and in depth analysis**

- Unrivalled research capability for all our clients.
- We provide detailed market intelligence with every search.
- We offer expertise in talent mapping and internal benchmarking.

## **Global and local approach**

- We reproduce our unique research model around the world.
- Our tailored approach means we work with hand-picked independent boutiques (branch offices are not our thing).

# Cross-sector strength

We offer a broad range of sector expertise and over half our revenue is in the commercial sector. Our long-established clients include FTSE 100s and blue chip multinationals, government and academia, arts institutions and not-for-profit organisations.

Having a foot firmly placed in both camps, we're equally in tune with the commercial and public sector – and we're not afraid to fill new jobs with no obvious precedent.

Strength in research means we can seek out the best leaders regardless of race, gender, age, beliefs or usual suspects. In fact a recent government audit found us to be the search industry's leading champion of diversity.

## Note

# 1

*“When you have a job you can't exactly place in the market, you think of Saxton Bampfylde. We use them for our trickier jobs.”*

# A snapshot of our clients

## Note

# 2

**Commercial** (retail, media, consumer, industrial, financial services, professional services)

- BP
- BUPA
- Burberry
- Cape
- Carphone Warehouse
- HSBC
- Innocent
- Kingfisher
- Lloyds Banking Group
- Northern Rock
- TalkTalk
- Tesco

**Public** (central government, NHS, not-for-profit)

- Care Quality Commission
- Charity Commission
- Christian Aid
- Competition Commission
- Department for Work and Pensions
- Kings College Hospital NHS Foundation Trust
- Marie Curie Cancer Care
- Ministry of Justice
- National Gallery
- NHS Confederation
- The Art Fund
- WWF

**Education** (higher education, further education, schools)

- Abingdon School
- Burlington Danes Academy
- Dublin City University
- Economic and Social Research Council
- Higher Education Funding Council for England
- Independent Schools Association
- Medical Research Council
- Royal Holloway
- University of Aberdeen
- University of Birmingham
- University of London
- University of Oxford

# Redefining the search experience

You won't find us trotting out the same old names for one assignment after another. Nor do we look for clones of the previous incumbent. We aim to understand the job properly, then find the individual who can best fill it.

## **One researcher, one job**

That means speaking to a lot of people. And it's why we allocate a dedicated researcher to every job. Across the industry, researchers typically work on six to eight projects at once. Ours focus on just one. Single-mindedly.

It's also why we employ almost twice as many researchers as consultants – all highly-trained professionals with practice group specialisms. Curiosity and analysis are at the core of our work and on a typical assignment each researcher will expect to contact well over one hundred people as both sources and candidates.

## Note

# 3

# Refining the search experience

We seek out the people who lead, shape and direct organisations that matter. It's high-stakes stuff for our clients – a potentially difficult, stressful time with high penalties for getting it wrong. So we've sharpened our processes to be more efficient, analytical and informative. And we place great emphasis on a personal, relationship-centred style that builds understanding and confidence – right through to making the offer and getting the appointment off to a positive start.

## **Principled and candid**

Our highly ethical approach includes commitment to an off-limits period of two years: poaching your clients' people isn't the best way to sustain long-term relationships. Not only do we subscribe to the Association of Executive Search Consultants (AESC)'s code of conduct, we helped to shape its international dimension. Our clients rely on us to be open, transparent and candid at all times. And, though we take their work very seriously indeed, we aim to be fun and straightforward to deal with.

## Note

# 4

*“Saxton Bampfylde are very straight, very upfront individuals. I do feel they would say if they could not do the job; they would not flannel you. They challenge and probe, and that's very good.”*

# Individual excellence across the globe

Head hunting is a global business and worldwide searches are now routine. So it's no surprise that many of our clients are international, and we work for them assiduously across borders and time zones.

The best candidates may be anywhere in the world. That's why we've reviewed our global search business model over the last couple of years, carefully selecting independent market leaders in key locations.

## **Independent leaders**

We choose to work exclusively with hand-picked individual partners (branch offices are not our thing). All are independent firms and leaders in their own markets. Our strategy has brought success for the increasing number of clients who seek both global capability and local sensitivity.

Offering our clients global coverage 24/7, we have Saxton Bampfylde partners in the Americas, Asia Pacific, Australasia and Europe.

## Note

# 5

# Board-making and benchmarking

## **Boards of value**

These days there are more high calibre candidates for non-executive roles. At the same time, there is pressure to appoint a truly diverse team. We have a long track record of attracting diverse candidates to non-executive roles in FTSEs, private-equity backed businesses through to trusts and cabinet rooms. We also conduct board reviews helping organisations make the most of their non-executive talent and plan carefully for succession.

## **Behind the CV**

What you see isn't necessarily what you get. And the more senior the appointment, the more important it is to look behind the CV. Our in-house occupational psychologists can offer the most appropriate assessments to provide relevant and revealing insights. In the past year we've carried out top-level assessments for FTSEs, multinationals, government departments and universities.

## Note

# 6

*“The Saxton Bampfylde team is head and shoulders above other teams I have worked with. They are imaginative, sensitive and responsive.”*

And to  
end on a  
personal  
note...

Note

7

Saxton Bampfylde always tries to be ahead of the game. Experience has taught us what clients most want in an economic downturn. And we tailor our services accordingly. So if it's a search service you want, that's fine. But if it's to assess and benchmark your top team or to identify the emerging stars who will lead you through difficult times, we're very comfortable with that too.

If you'd like to talk to us about your organisation's needs, any one of our consultants would be delighted to hear from you.

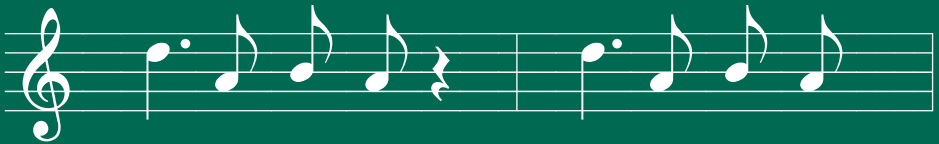
Kai Adams  
Stephen Bampfylde  
Ann Bourne  
Aelf Hardymont  
Rachel Hubbard  
Gareth Jones  
Hamish Laing  
Deborah Loudon  
Jonathan Morgan  
Imelda Napier  
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Amy Nutt  
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Sue Singer  
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All endorsements in this booklet are taken from our annual market research among clients, who include FTSE 100 companies, government and universities.

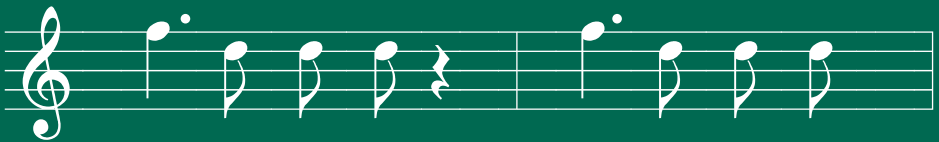
# The result?

## Harmony



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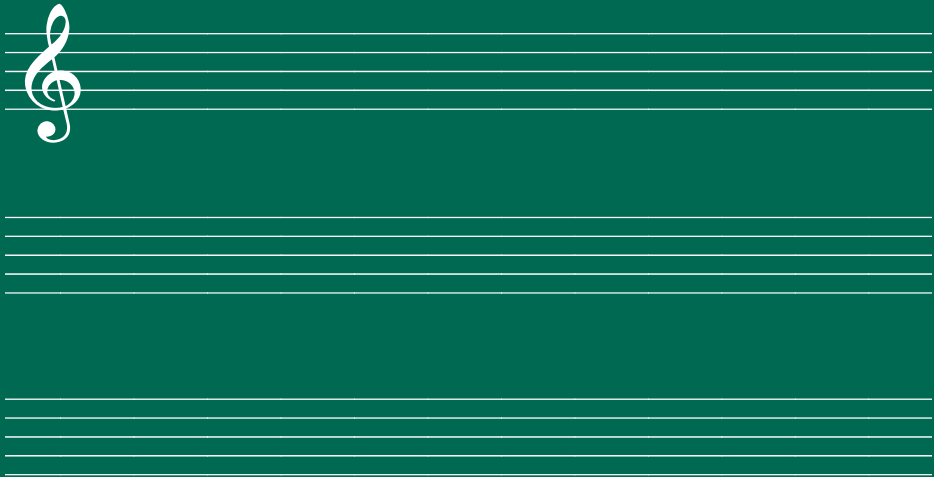


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Saxton Bampfylde  
Maestros in executive  
search

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