



AESC Insights

2008

Executive Search Industry Outlook

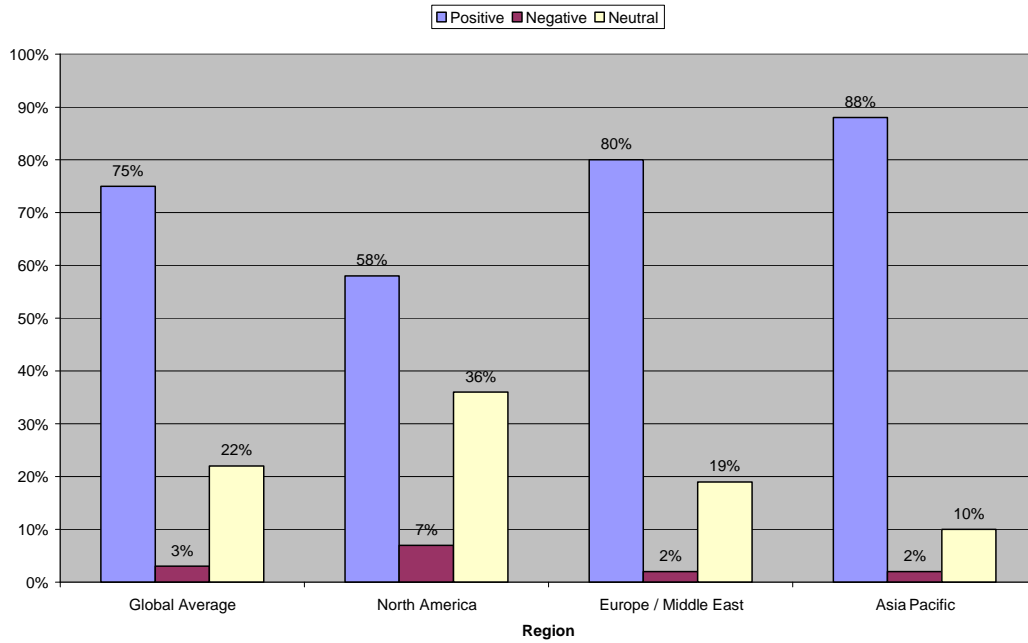
The 2008 Executive Search Industry Global Outlook Report, by the Association of Executive Search and Leadership Consultants (AESC), shows an optimistic forecast for the upcoming year, despite the economic downturn in The United States.



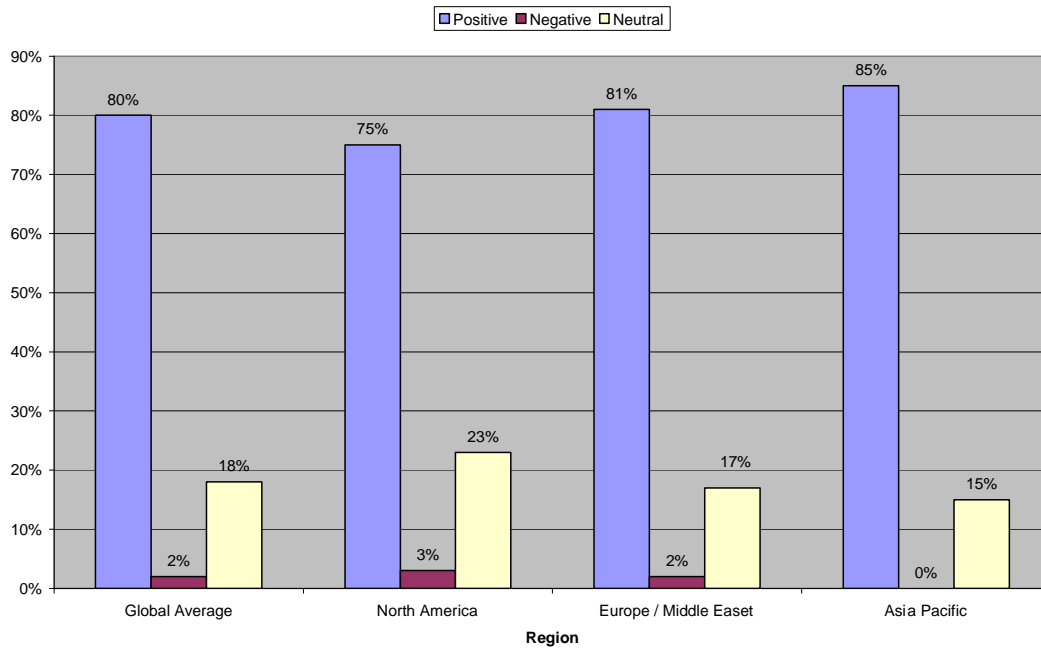
Executive Search Industry Outlook Report 2008

The Association of Executive Search Consultants Outlook Report 2008 shows an optimistic forecast for the upcoming year, despite the economic downturn in The United States. Regional data show a nervousness in North America, which is not currently felt by Search Consultants in Europe or Asia Pacific. Of North American survey respondents, 58% report they are optimistic about the industry in 2008, while in Europe and Asia Pacific the percentage of respondents with a positive outlook is much higher, 80% and 88%, respectively.

General Outlook for the Executive Search Business in 2008



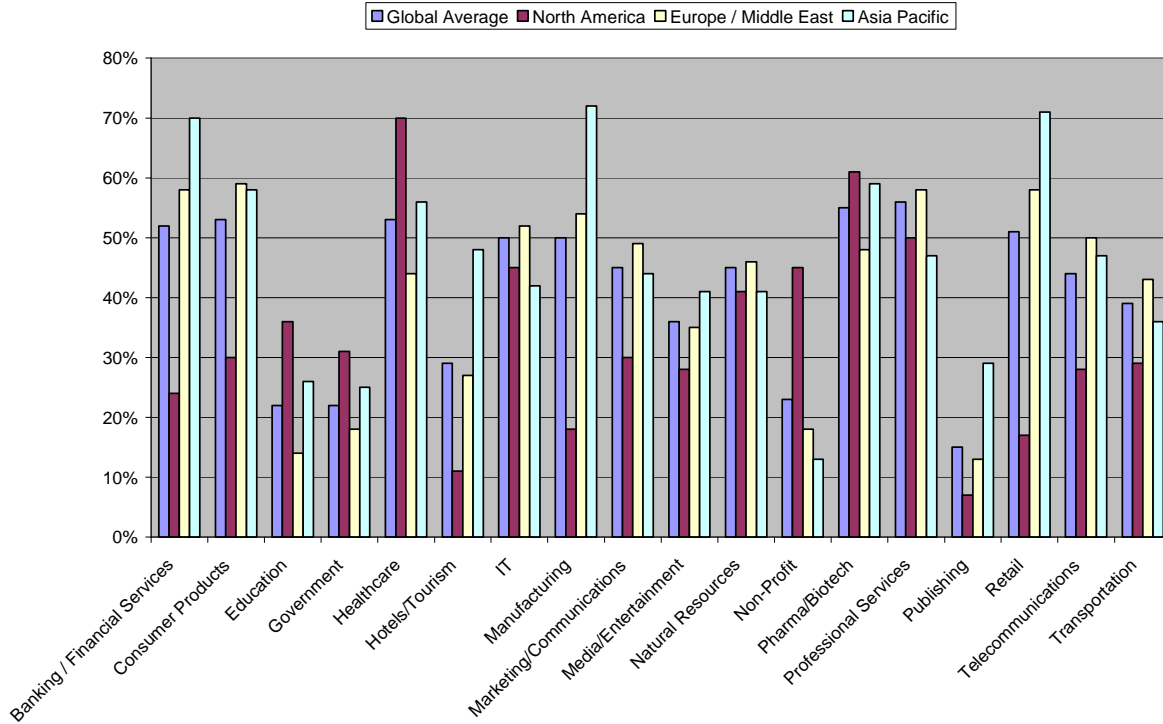
Outlook for Your Search Practice in 2008



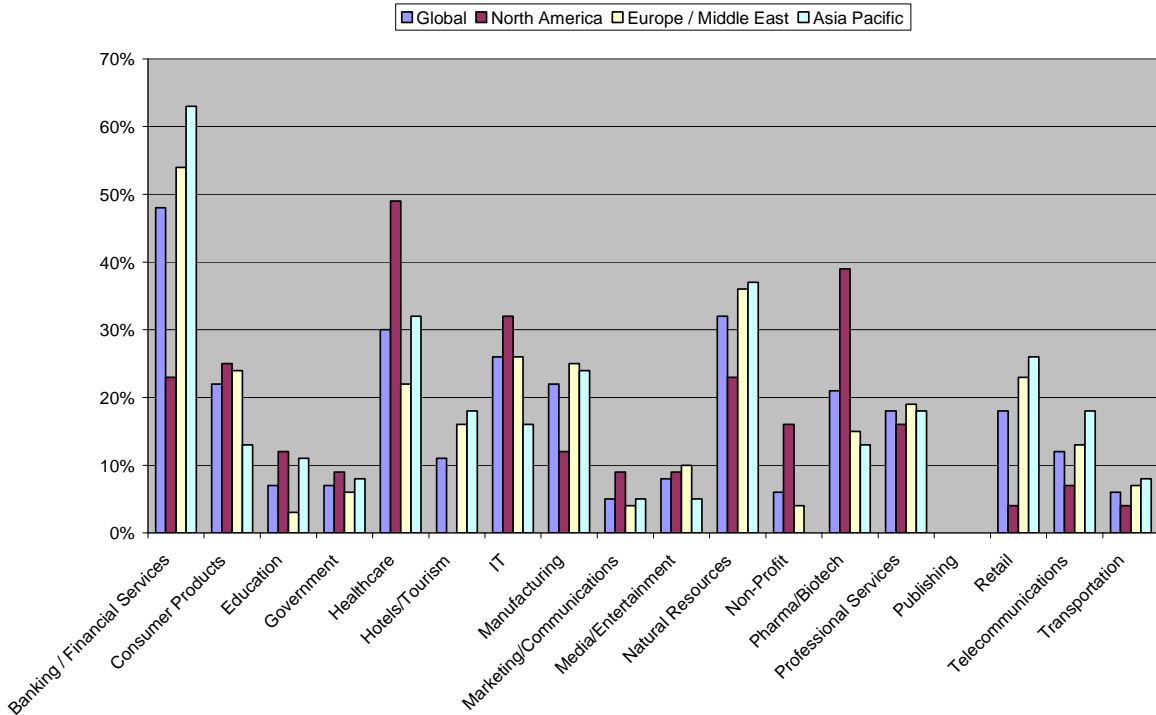
Executive Job Market by Industry:

The sector that saw the greatest disparity on a regional level was Banking and Financial Services. Twenty four percent of North American respondents feel the sector is strong or very strong, while in Europe it got 58% of the vote and 70% in Asia Pacific. Global averages show, however, that Banking and Financial Services is predicted to see the most growth in 2008 (48%). Manufacturing is currently strongest in Asia Pacific, with a 72% strong vote, followed by 54% strong in Europe, and 18% in the U.S. Professional Services is strong across the board, with a 50% vote in North America, 47% in Asia Pacific, and 58% in Europe. Global averages also indicate that Natural Resources (32%) and Healthcare (30%) will see growth in 2008.

Strongest Sectors for 2008



Sectors Predicted to See Growth in 2008

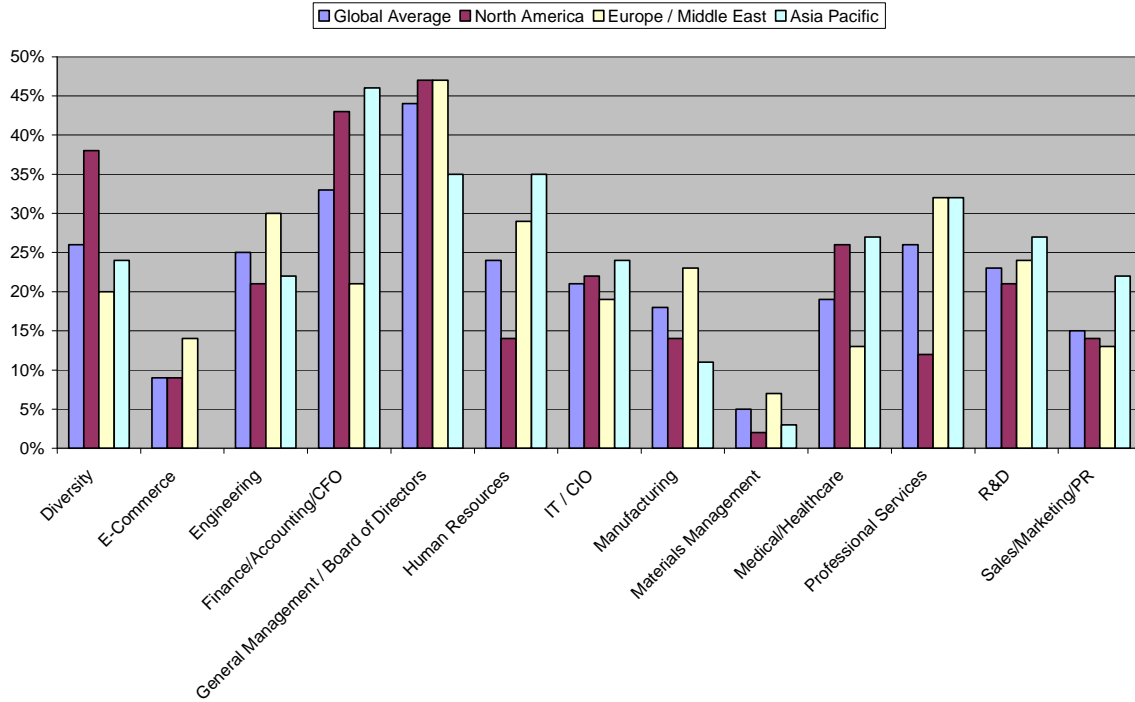


Need for Talent:

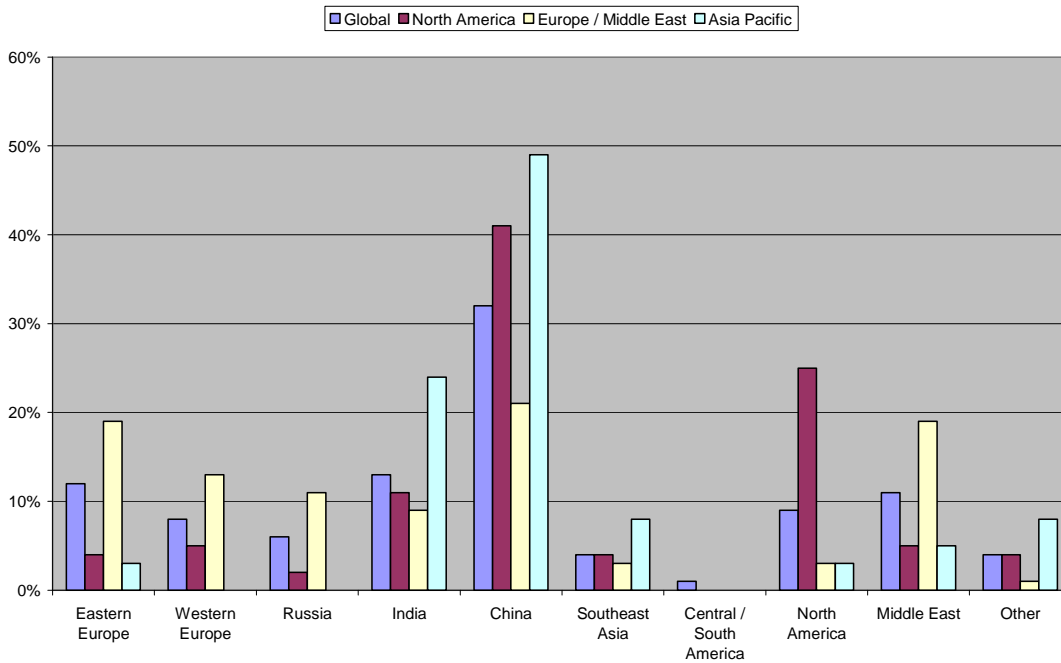
The greatest need for executive level talent is predicted to be seen in General Management and Board of Director positions (44%). Finance and Accounting (33%) and Diversity (26%) are also seen as areas that will experience a need for talent in 2008. On a regional level, China is predicted to see the greatest need for talent in 2008, based on 41% of the vote in North America, 21% in AESC Outlook Report - 2008

Europe, and 49% in Asia Pacific. Twenty five percent of North Americans said the U.S. will see the second greatest need for talent in 2008. Coming in second for European respondents was a tie between Eastern Europe and the Middle East, with each gaining 19% of the vote. Twenty four percent of Asia Pacific-based respondents feel that India will experience the second largest dearth of talent in 2008.

Sectors / Functions with a Scarcity of Talent in 2008

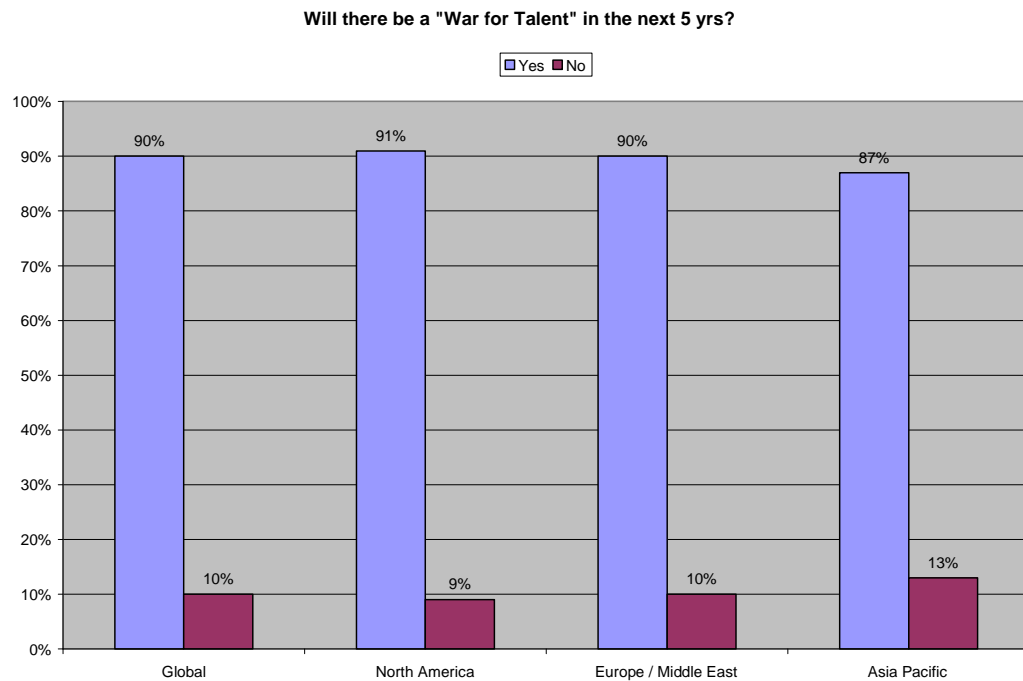
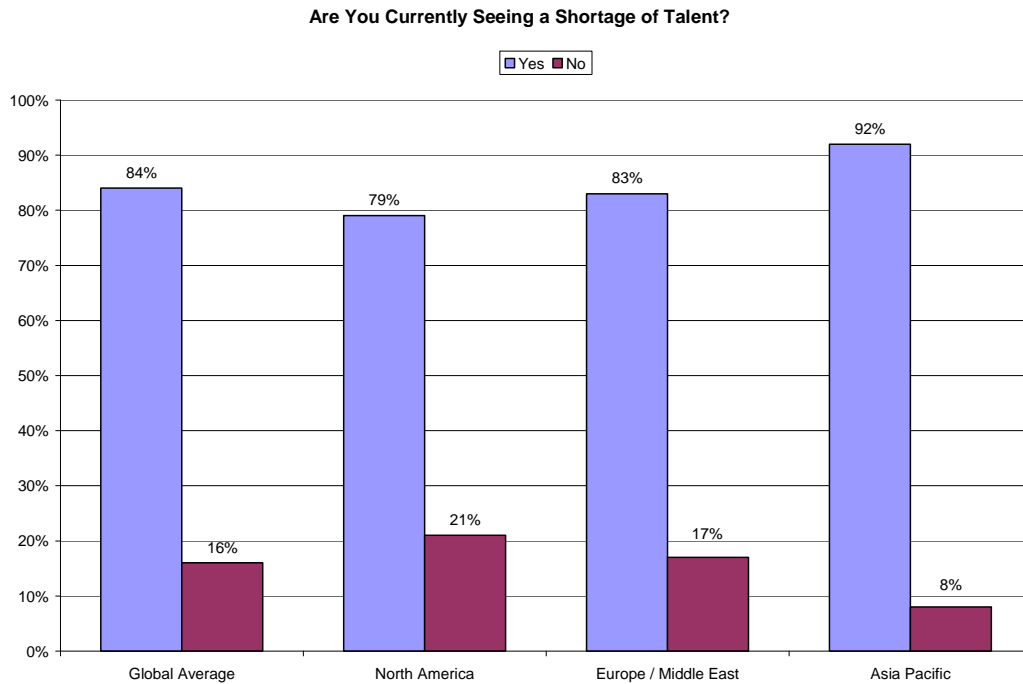


Regions Seeing a Need for Talent in 2008



The Talent Shortage:

There is global consensus that Executive Search Consultants are experiencing a shortage of talent (84%) and that this shortage will remain for at least the next five years (90%).

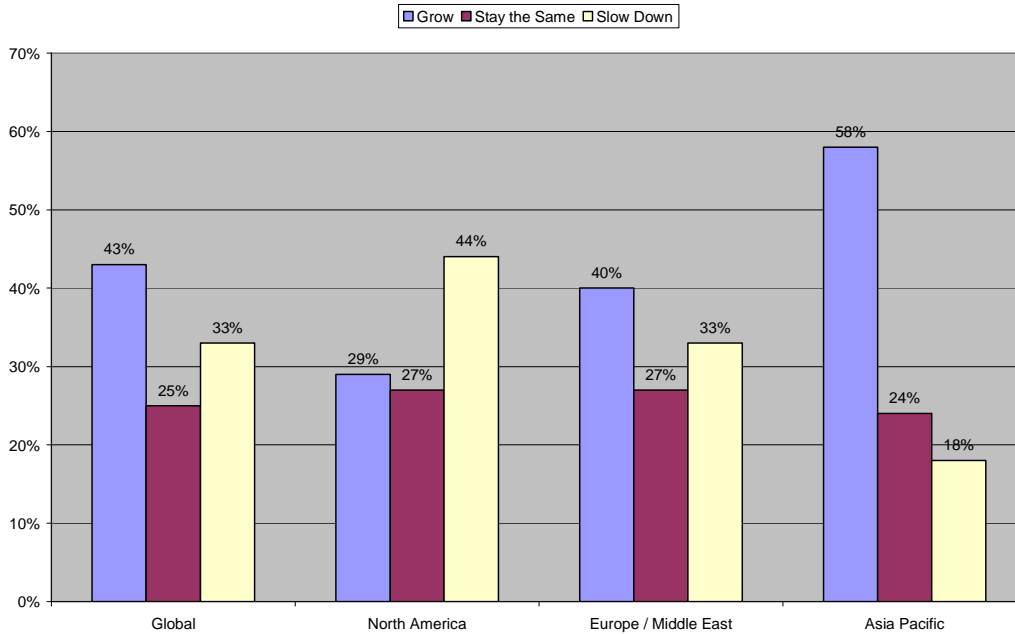


The Economy:

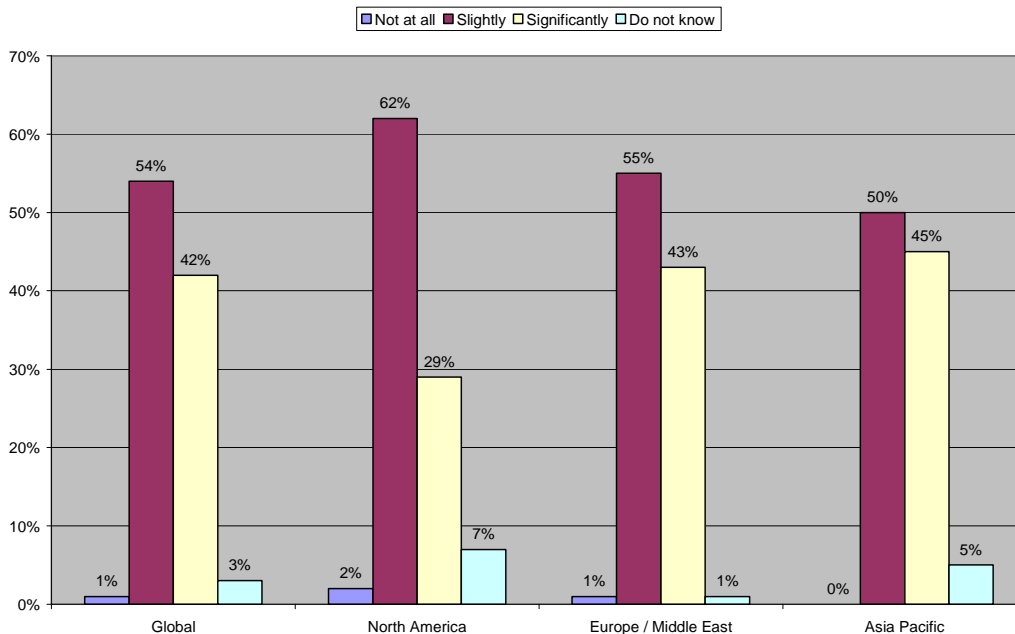
Europe (40%) and Asia Pacific (58%) remain positive that the economy will grow in 2008. While not entirely negative, Americans are not quite as optimistic (29%). Search consultants across all regions (54%) feel the state of the economy only slightly impacts the

Executive Search industry.

The Economy over the Next 12 Months



Will the Economy Affect the Search Industry?

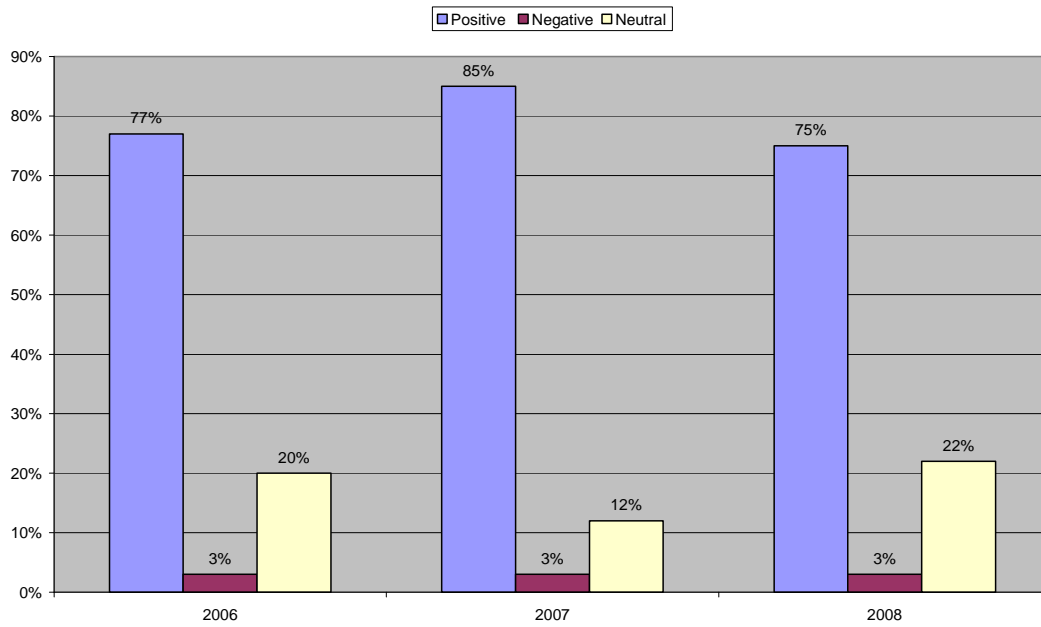


Year-on-Year Comparisons:

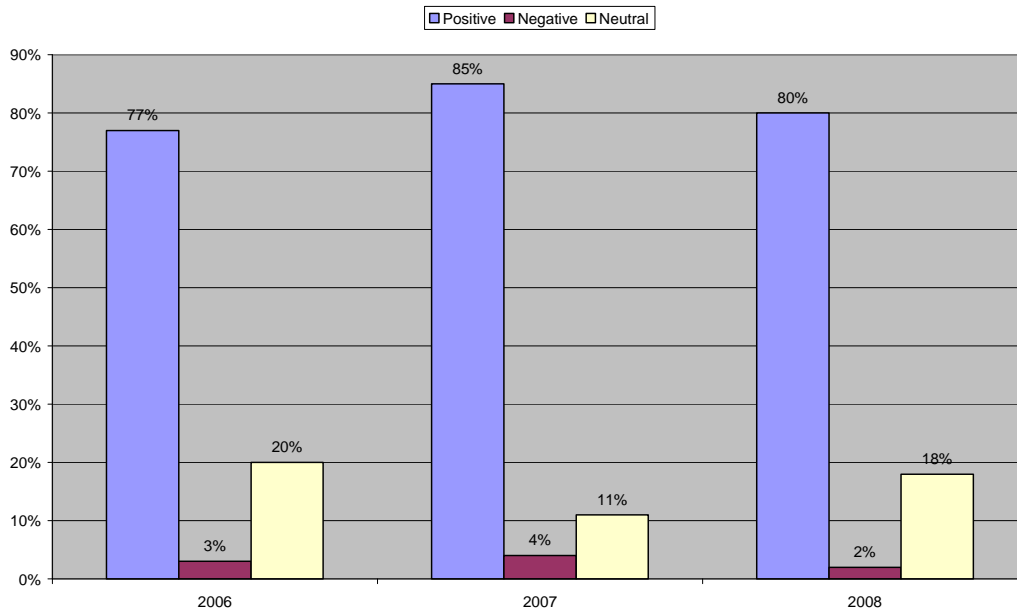
Overall, as compared to last year's results, the data for 2008 reveal that Retained Search Consultants remain positive but are slightly less optimistic about search-industry growth for 2008 (75% as compared to 85% last year). There has been a shift in the strongest sectors for 2008, with Banking and Financial Services coming in much lower (52%) than last year (70%). Professional Services is down slightly (56% as compared to 63% last year) but still remains a strong sector for 2008. Eighty four percent of consultants globally are currently seeing a shortage of talent, up slightly from 80% in early 2007. Consultants continue to predict a shortage of

talent for the next five years (89% in 2008 vs. 93% in 2007). Sixty nine percent of Executive Search consultants say their firm plans to increase staff in 2008 (similar to last year's 68%).

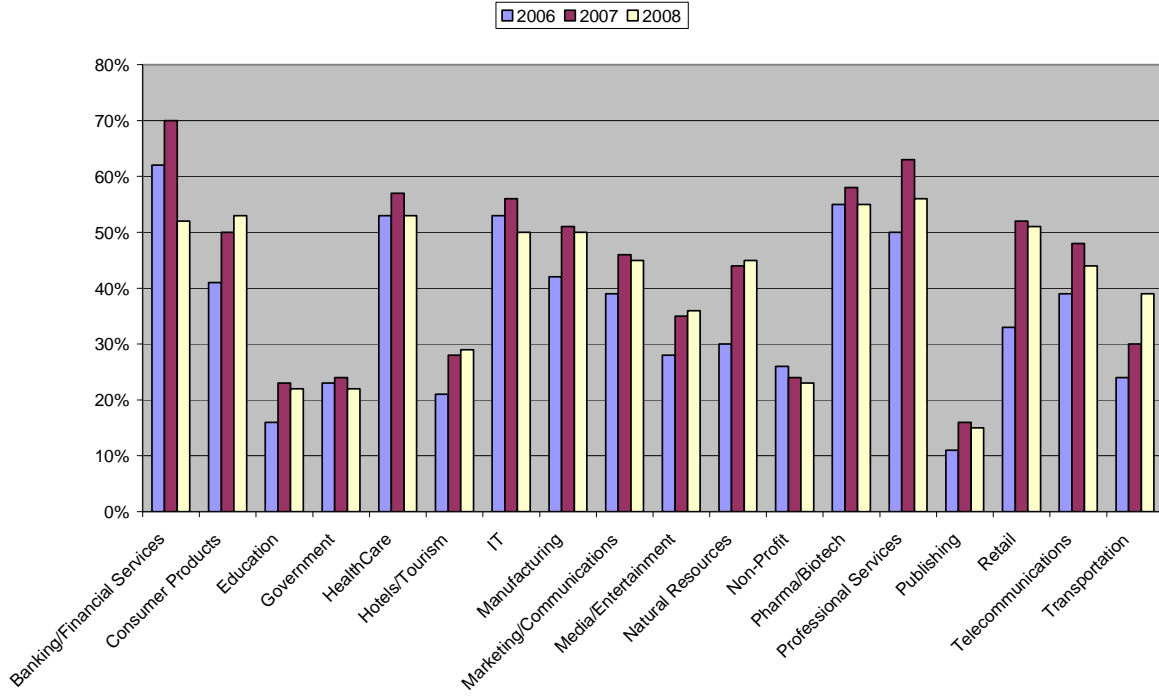
**Outlook for the Executive Search Industry
Year-on-Year Analysis**



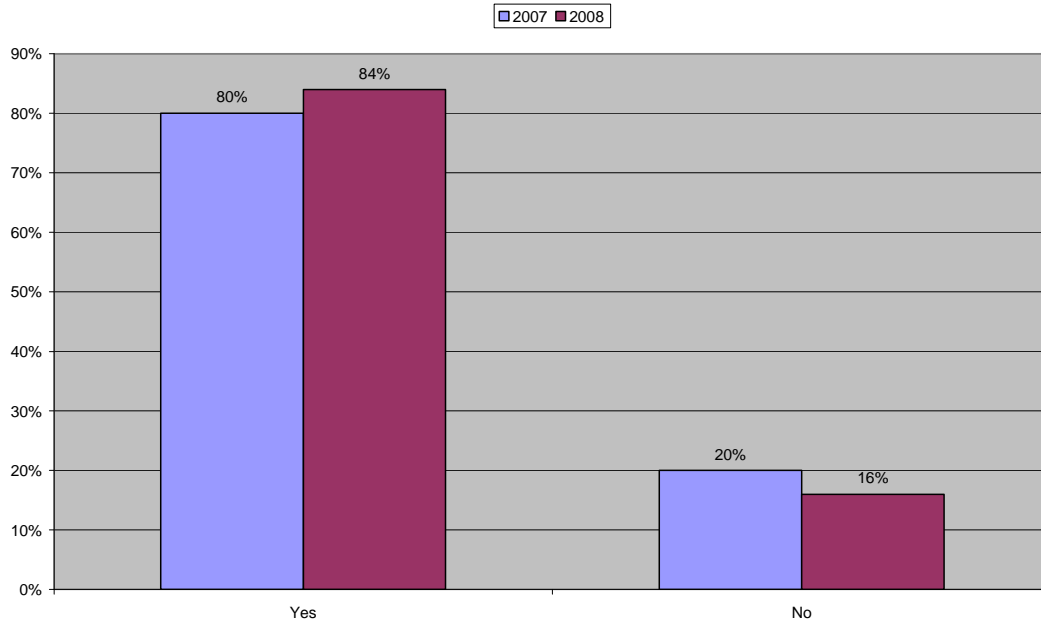
**Outlook for Your Search Practice
Year-on-Year Analysis**



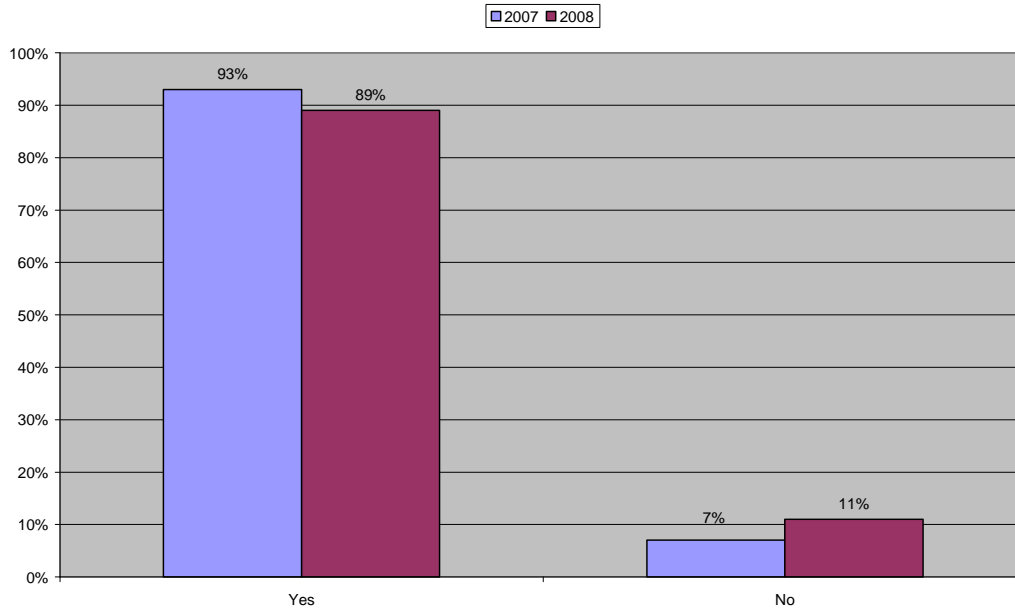
Strength of Sectors Year-on-Year Analysis



Are you currently seeing a shortage of talent? Year-on-Year Analysis



Will there be a "War for Talent" in the next 5 years?
Year-on-Year Analysis



The annual Association of Executive Search Consultants Outlook Survey was conducted from November 28, 2007 to January 2, 2008. There were 249 respondents; 31% from North America, 46% from Europe, Middle East or Africa, 17% from Asia Pacific, 5% from Central or South America, and 1% from other regions.

The 2008 Outlook Survey was sponsored by **Talent Technology** and **The Ladders**.



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