
Growth

HOW WE ACHIEVED THESE RESULTS



**GROWING ENTIRELY
ORGANICALLY,
RATHER THAN
BY MERGERS OR
ACQUISITIONS...**

Creating a world-leading consultancy

Michael Page International is a world-leading specialist recruitment consultancy. Growing entirely organically, rather than by mergers or acquisitions, we now have approximately 5,000 people in 163 offices in 28 countries worldwide.

Our specialist areas are Accounting, Tax and Treasury, Banking and Financial Services, Consultancy, Strategy and Change, Engineering & Manufacturing, Healthcare, Human Resources, IT & Technology, Legal, Marketing, Oil & Gas, Procurement & Supply Chain, Property & Construction, Retail & Hospitality, Sales and Secretarial.

Coming from all industry sectors, our clients range from market-leading multi-nationals to small and medium enterprises. In each case, we tailor our services to provide a bespoke offering to meet our clients' needs whether permanent, contract, temporary or interim.

Focusing on strategies that endure

Recruitment is a cyclical business. To counter this, as much as possible, our strategy is to expand geographically – nationally and internationally – and broaden the disciplines to reduce the dependency on individual businesses or markets. We are always making long-term investment decisions to expand organically, growing existing and new teams, offices, disciplines and countries with a consistent team culture.

We underpin this drive by drawing upon the skills and experiences of proven Michael Page management and ensure we have the best, most experienced, home-grown talent in each key role. Culturally it is imperative that we are entrepreneurial, operate within a strict meritocracy and are team-based, whereby consultants enjoy profit sharing arrangements rather than individual commissions. To achieve this, we place great emphasis on training our people and invest heavily in technology to maximise both performance and delivery.

Finding solutions that are needed

Our clients are competing in an increasingly fierce war for qualified talent. As a result they rely on Michael Page International to provide creative and innovative solutions to meet their needs.

Whether a carefully targeted online campaign, a database search, or a desire to source candidates internationally, each solution is bespoke to achieve our clients objectives. This consultative approach has been recognised by the level of repeat business Michael Page receives as well as the ever increasing number of clients served.

Quality underpins everything we do. To deliver solutions consistently to such a high standard, we are fully committed to the ongoing training of all of our staff and the continued roll-out of superior systems and processes.

Putting values that work at the heart of our business

There are five values that we believe contribute to our continued success. These attributes are not only the essence of our brand, but also our employees.

PRIDE: We take great pride in what we do. We're proud of the Company we work for and, most of all, proud of the people we work with.

PASSION: It's our passion to achieve the very best for our clients and candidates that drives us to outperform and beat the competition.

RESILIENCE: We know that successful consultants are not fazed by difficulty, but instead, turn it into an opportunity to demonstrate ability.

TEAMWORK: By teaming with each other and with clients we improve the quality of decision-making and increase the likelihood of success.

FUN: Though serious about our work, we're extremely sociable and enjoy celebrating our success together.

Being recognised for setting the standard

A growing number of initiatives and awards are testament to our commitment to delivering quality. We have been voted into the Sunday Times 100 Best Companies to Work For since 2005.

Our growing reputation isn't confined to the UK's shores. Overseas, the Boston Business Journal has voted us one of the "Best Places to Work in Massachusetts", the Hartford Business Journal has voted us one of the "Best Places to Work in Connecticut" and Crain's has ranked us as the 'No.1 Executive Recruiting Firm in New York City'.

While this external recognition is warmly welcomed, we are also keen to celebrate some of our own internal initiatives.

Within our business we vigorously promote a culture of diversity. Our clients rely on us to propose candidates that have a healthy range of attitudes and characteristics that fairly reflects the society we live in. To that end, we have our own internal diversity policy that is communicated to all employees.

This ensures we offer our clients the best candidates on the basis of their relevant aptitudes, skills and abilities and that those candidates are drawn from diverse backgrounds. We also provide training and focus-groups on diversity, as well as participating in a number of external initiatives such as the Employers Forum on Age, Business in The Community, Global Graduates, Race for Opportunity and The Brokerage (a charity whose aim is to increase the ambition and employability of young people in the 11 inner-city boroughs of London).