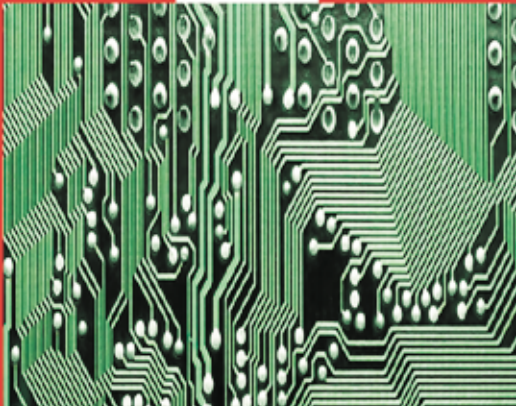
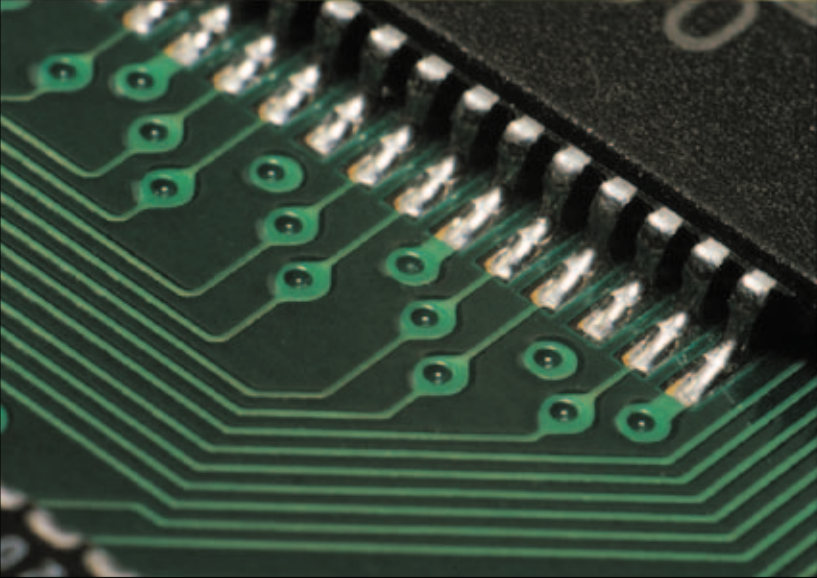
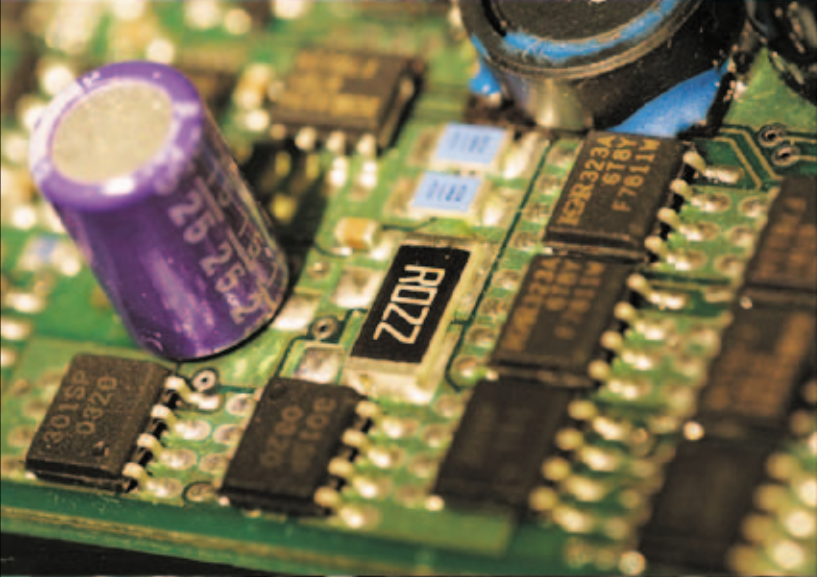
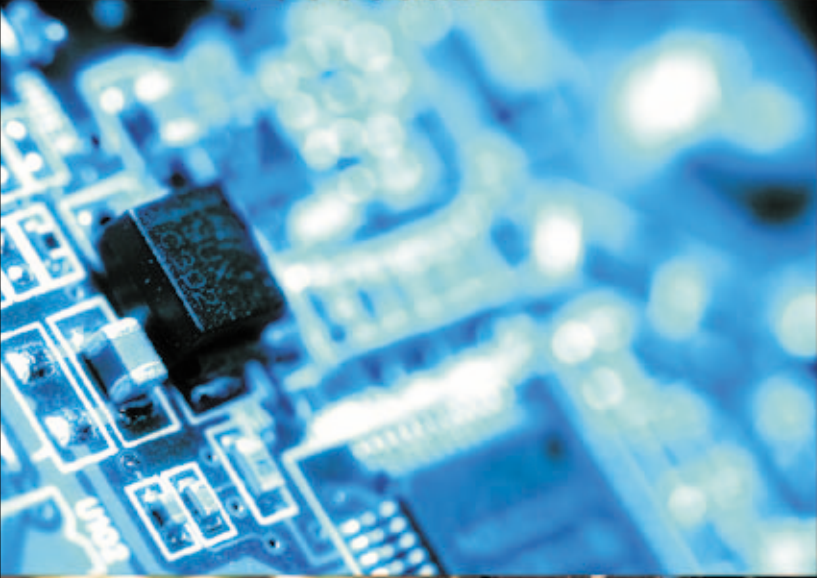
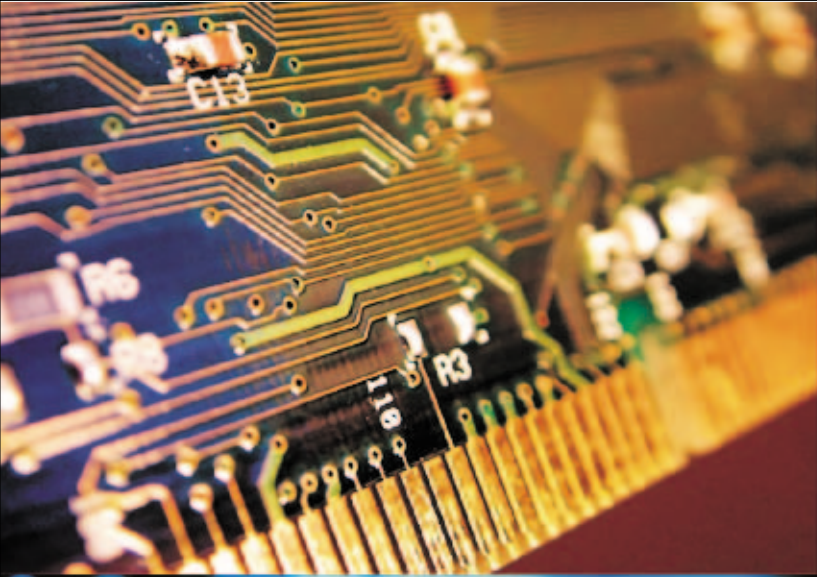




EXECUTIVE COMPASS

Leadership & Talent Acquisitions





In an era where competition gets more and more intense, being at the forefront depends even more on the sound decision-making and management skills of your core team. Driven by the rising needs of companies to have competent and committed leaders, Executive Compass was incorporated in 1996 as an executive search firm to provide focused sourcing and selection of talent to a discerning client base.

Leadership and talent acquisition are the fundamental strengths of Executive Compass, which propels the Company to its leading position in the human capital industry. Since its establishment, the Company has served more than 1,000 companies in putting together top-class management teams in major cities throughout the region.

Executive Compass provides leadership and talent acquisition services to a wide range of industries ranging from small-medium enterprises to multi-national establishments. Our core competencies range from the fields of information technology, consumer goods and retail, financial services to a specialised practice devoted to the manufacturing industry.

In 2003, Executive Compass was accepted as a member of the IACPR (International Association for Corporate & Professional Recruitment), an organisation dedicated to excellence in recruiting based in the United States.

The Executive Compass Advantage

Expert Consultants

Our consultants are hand-picked professionals from their respective specialization and possess extensive expertise in the industry. Further, our consultants thoroughly research a client's needs in order to generate a comprehensive understanding of the client's business, organizational structure and culture.

Highly skilled and experienced in their respective fields, our pool of consultants share an insider's view of our clients' requirements. Armed with this advantage, our consultants complete each assignment with speed, accuracy and most importantly, total client and candidate satisfaction.

Our practice is further enhanced by a roundtable of experts who provide valuable insight into the exact needs and current issues of each industry. As leaders in their respective industries, their wealth of knowledge addresses and resolves quickly any challenges that may arise during the assignment.

Top Candidates

Our regional network and database of pre-qualified professionals provide instant access to reputable leaders throughout the region. With top-notch firms as our clients and being at the forefront of the talent acquisition process, we attract many potential candidates who are exploring career moves.





The Executive Compass Advantage

(cont'd)

Global Reach

With a database that spans not only the region but also globally, Executive Compass provides a diverse and dynamic pool of talents to choose from. We employ a multi-channel sourcing strategy which includes a wide range of data mining tools, partnerships and strategic media positioning to achieve exclusive reach in our recruitment projects.



Commitment to Quality

Client and candidate satisfaction is our utmost priority, and personalising every assignment is vital in our acquisition process. Coupled with urgency and accuracy, the client can be assured of very select results. Through a performance-driven, time-tested process, Executive Compass provides a consistent rate of successful talent acquisition for our clients.



Practices

Executive Compass provides Executive Search services in a wide range of industries and specialises in the manufacturing industry. Our overall practice is categorised as follows:

- Manufacturing
- Information Technology
- Consumer Goods and Retail
- Financial Services
- General

We work as strategic partners and valuable allies with our clients by looking for professionals who will contribute significantly to the effectiveness, performance and profitability of their business.

Manufacturing

Executive Compass' greatest strength lies in the manufacturing sector. We bring together consultants with exceptional expertise and experience from many of the major manufacturing conglomerates in the region.

The team consists of highly focused members with first-hand knowledge gained either from prior employment or as a consultant for the manufacturing industry.

This practice specialises in all operational and strategic roles critical to our clients' growth including but not limited to:

- Electronics Manufacturing Services (EMS)
- Semiconductor Assembly and Testing
- IC Designing
- Research and Design
- Molding
- Precision Engineering
- Automation
- Automobiles
- Furniture
- Wafer Foundry
- Chemicals
- Hard Disk Drive
- FMCG
- Pharmaceuticals

Information Technology

To compete at the forefront of technology, it is essential that our clients maintain a team of dynamic and experienced professionals to continuously produce innovation and solutions. This is a major challenge which many companies are facing. At Executive Compass, our practice team focusing on information technology comprises highly qualified professionals who have been recruiting for the region.

Consumer Goods and Retail

The robust industry of consumer and retail marketing has a wide array of needs that ranges from experience, market and brand acumen, to creativity. With the opening of new consumer markets in the region, the needs for diverse individuals with experience in developed and developing markets have increased tremendously.

This practice team consists of professionals with a multitude of brand experience who have worked with many of the major international brands in the industry.

Financial Services

The ever-changing trends in the financial services industry towards convergence and consolidation has resulted in a shortage of truly expert professionals who possess a mastery of products and services. Our focus is centred on helping our clients address these demands.

This team consists of consultants with expertise and in-depth knowledge of the industry as well as personal experience gained either from prior career experiences or as a consultant for financial institutions.

General Practice

This team handles mainly the searches for non-specialised practices of our Group. The team consists of a combination of consultants from various practices. In order to have a competitive insight of the respective industries, our practice team consults our roundtable of experts regularly. This assists the team in forming appropriate strategies and effective methods of deployment in the acquisitions for new industries.





Executive Compass consultants manage each search assignment with commitment to ensure consistent and successful acquisition of talented leaders for our clients. We also maintain a high level of professionalism and confidentiality in our assignments.

Our consultants customize their recruitment strategy by utilizing multiple sourcing channels and an effective regional database of pre-screened professionals. We draw from a combination of more than 30 years of industry experience to create recruitment strategies based on the clients' individual workforce needs.

Whether it is a Fortune 500 firm or a high-growth middle-market company, our consultants blend solution-oriented service with today's leading technologies to deliver the strongest candidates in the fastest cycle time. At Executive Compass, we adopt a systematic search process where we aim for accuracy and emphasize on a personalised approach.

In order to increase the efficiency of the search process, every milestone of our consultants' assignments is completed in collaboration with a Partner of the firm who will assist in ensuring that our clients' needs are fully met.

We will only consider an assignment successfully completed after our guarantee period. During this time, we provide continual monitoring and counselling to the candidate to facilitate his or her settling-in process. Our team also actively seeks feedback from the client and candidate to further enhance our wisdom of the industry.

Contact us

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