

When entrusting EAGLE CONSEIL, you benefit from our expertise of recruitment and from our total commitment.

Our specialties

- Recruitment of executives and CEOs
- Assessment and capabilities' review
- Individual coaching

Our commitment

For more than 10 years, we have been partners of our client companies who trust us. This mutual trust is based on the respect of shared strong values. Our deontological ethics forbid us to approach candidates within our client companies during the period of our collaboration. We also never approach a candidate recruited by us.

We never attract a candidate with the sole prospect of a salary increase. To guarantee the neutrality of our advice, our fees are on a flat rate.

We aim at generating profitable and long term collaboration between men and companies. We offer a transparent feedback of our actions and guarantee a total confidentiality. The candidates we meet, as well, are assured of a regular feedback. We make a point of giving the clearest and most objective information. Confidentiality is at the heart of our business.

Our commercial responsibility is to implement all the means necessary to complete our assignment, we are however motivated by a duty of result.

Our field of expertise

We have acquired a successful recruiting experience in SME, international groups and subsidiaries and therefore, can share with you our knowledge of numerous sectors of activity and job positions.

We can handle assignments efficiently in the following sectors: distribution, food industry, process, mechanical, automotive and steel industry, aerospace, sports and leisure, suppliers, real estate, packaging, pharmaceuticals, medical....

We are able to present you the best professionals in these sectors.

Our organization

Eagle Conseil is a partnership of independent experts sharing the same values. Our partners are autonomous decision makers driven by a strong sense of commitment to their clients.

Ability to react rapidly and efficiently

A close follow-up of our client, a regular information feedback, a permanent adaptability guarantee our efficiency and our ability to cope with the market.

We develop a real partnership with companies and candidates. This is why we can rely on a large professional network to optimize our searches.

To successfully complete our assignments, we use a multi competency approach combining different actors and methods : databases, communication agencies, internet jobsites, schools, relocation agencies, professional networks, etc.

National office location

PARIS :

**91 rue du faubourg Saint Honoré
75008 Paris**

Tél : +33 (0)1 44 71 35 18

LYON :

**97 rue du Président Edouard Herriot
69002 LYON**

Tél : +33 (0)4 72 77 04 65

International reach

Our international exposure has allowed us to develop strong partnerships with companies of all size and bring them solutions adapted to their growth. Our clients can be SME or multinationals.

We lead our assignments **throughout France and abroad (in collaboration with our european partner firms).**

DIRECT SEARCH : EXPERTS ON YOUR SIDE

Experienced professionals in headhunting, our technique is up to date and adapted to the legitimate requirements of our clients when they wish to find and attract the best talents and known specialists.

Direct search is the adapted methodology to reach candidates who are not on the job market but open to opportunities. It is also used in confidential recruitments (reorganization context, company strategy...)

A team consultant/researcher is dedicated to your need and handles the relationship with the candidates and the company.

Our methodology

Beyond our expertise, we make a point to act as real advisors. We invest the time necessary to understand the economic, social and cultural challenges associated with a recruitment.

After analyzing your need and the environmental context, we define together the profile and expected potential of the candidate and we help you position him in your organization.

We elaborate an adapted research strategy. We write down the procedures of our action strictly regarding the specifications defined with the company.

We define together a target list of companies to investigate *via* different means of information.

We approach confidentially each identified candidate to inform him/her about your project.

The consultant meets candidates who are preselected by phone for their competencies and motivation.

During the search, the company is regularly informed of the contacts under process and the status of the assignment. We define with you the factors that can be adjusted.

Quality is the key word in our action, we will present you the best candidate. Given that, we undertake our very best to respect or reduce the deadlines for a tailor made and specific search.

We are of course available after the candidate presentation to assist you in your decision.

We assure you to follow up the good integration of the candidate chosen.

MULTIMEDIA RESEARCH : A STRATEGIC CHOICE

To satisfy your recruitment needs, we suggest a systematical approach to define rapidly the context, the position and the profile of the ideal candidate.

Multimedia research is adapted when :

- Potential candidates are numerous,
- Potential candidates regularly read job ads,
- The company needs or wishes to communicate on its name.

Recruiting is a sign of growth and good shape for a company. It consolidates the image and attracts good potentials.

A rigorous and reactive methodology

As experienced advisors, we invest the time necessary to understand the economic, social and cultural challenges associated with a recruitment. After analyzing your need and the environmental context, we define together the profile and expected potential of the candidate.

We write down the procedures of our action strictly regarding the specifications defined with the company.

With the help of a specialized communication agency, we elaborate a job ad and suggest an adapted media plan.

We have a privileged access to the main web jobsites, French and international, with access to on line cv, increasing the visibility of our job ads. We have a professional database dedicated to recruitment with 15000 qualified profiles.

A personalized and regular follow-up

After reception of the applications, we select the best ones to rapidly meet the candidates. We complete the face to face interview with tests and professional reference check for the finalists.

Of course, the company is regularly informed of the state of our work: ads feedback, number of candidates met...

We validate each step of the process with detailed reports. We present the best candidates with a complete report for each. You get a rich and objective vision of the profiles met.

We keep on assuming our advisor's role during the selection phase to help in the final decision.

Our assignment ends after the definitive integration of the candidate in his job.

ASSESSMENT AND ADVISORY SERVICES : HELP IN DECISION MAKING

The assessment interview secures the decision process of the evaluation of potentials in a company or when the company recruits itself by its own means.

We can help you evaluate potentials by meeting shortlisted candidates or identified ones for an internal move. We dedicate the time necessary to the good understanding of their motivations and expectations.

We work with recognized assessment tools that we are entitled to use. We complete our report with a graphological analysis, with an additional reference check with the authorization of the candidate.

We are at your side during the whole process from reflection to decision.

PROFESSIONAL ASSESSMENT

In the context of a professional move, in or outside the company, we help your employee classify all his resources and understand his behaviour. We use among others the two following tools for which we are certified:

MBTI

Type indicator of Myers Briggs, it is the most used personality test in the world. It reveals a better understanding of an individual's way of acting from an operational and simple point of view. From spontaneous preferences concerning four essential dimensions of the psychological functions, this tool highlights the resources and potentialities of development of each personality.

Strong

Interest inventory, it has been elaborated from the typology of Holland, comparing the interests of an individual with those of professionals succeeding in precise job positions. Regularly re-calibrated and updated, this test is a reliable help in terms of orientation and professional repositioning.

With questions concerning familiar aspects of life, we are able to understand better the relation of an individual to his work, his interests, activities and environments he may appreciate or problems he may like to solve.

**According to Holland, and many studies confirmed it, the choice for a job is the expression of the personality of an individual, and thus is related to his typology. Holland distinguishes 6 personality types which can be combined (Realistic, Investigative, Artistic, Social, Enterprising, and Conventional) and associates to them environments, responsibilities and tasks.*

INDIVIDUAL COACHING : A TAILOR MADE FOLLOW-UP

Objectives :

Global :

To follow an individual in his professional and managerial context, during a determined period of time, in a confidential and protective approach, in order to make him progress and taking into account his challenges, specificities and needs.

Examples :

- reflection on the professional practice from a managerial point of view,
- going beyond temporary problematics related to management, communication, organisation, stress, delegation ...
- new job responsibility.

Our methodology :

1. Project analysis / definition of the program

- Meeting with the person to be coached (round 1hour):
- analysis of wishes and needs, definition of expected results.
- information input
 - Meeting with coach, coached, N+1, HR, training, to clarify objectives and define number of sessions needed.

2. Contracts

- definition of the content of the assignment and the number of sessions, ethics clause and financial conditions, elaborated in two copies.
- agreement on the terms of the relation with the coach defined at the beginning of the coaching.

3. Coaching

Each 2 hour session takes place at the offices of the coach or in a neutral place outside the company, with a frequency to be defined.

These meetings will generate through an active listening, reflections and exchanges, a progression of the coached person who will be able to take some distance to develop his personal competencies in relation with his professional challenges.

The coach will use his expertise to help the individual develop his identity and professional efficiency with the recommendations made between two sessions.

A final assessment is made one to two months after the end of the coaching.

Our approach respects the business ethics of the profession described on the site of the French Coaching Company www.sfcoach.org.