

Headhunt

Alan R. Schonberg,Robert L. Shook

Headhunter Timothy Findley,1993

Headhunters William Finlay,James E. Coverdill,2018-10-18 Headhunters are third-party agents paid a fee by companies for locating job candidates perform a unique sales role. The product they sell is people, matching candidates with jobs and companies with candidates. Headhunters affect the professional lives of thousands of employees every day, and their work has a profound, though hidden, effect on the employment picture in the United States. William Finlay and James E. Coverdill draw on interviews with and observations of headhunters and on analysis of headhunting training seminars, lectures, industry newsletters, and a mail survey of headhunting firms. The result is a frank and sometimes unsettling portrait of the aims, attitudes, and tactics of practitioners. The payment of fees has shifted from candidates to employers, and recruiters now find people to fit jobs rather than the other way around. Finlay and Coverdill address what they feel is a serious lack of research about the work headhunters do and how they do it. Their book is built around three major questions: What advantages do employers derive from using third-party agents to handle candidate search and recruitment? How are headhunters able to accomplish the double sale ('selling' candidates to employers and employers to candidates)? What criteria do headhunters use for selecting candidates? In the process, Finlay and Coverdill link their findings to larger issues of institutional and historical context, revealing the economic and political reasons clients use headhunters, demonstrating how headhunters manipulate clients and candidates, and assessing the impact of headhunters' actions on hiring decisions.

The Headhunter's Edge Jeffrey E. Christian,2002-08-27 One of the world's top headhunters reveals his most valuable techniques for getting the best jobs and finding the right people. The most important thing you'll ever do if you are trying to build, rebuild, or even turn around an organization is hire the best people—and keep them. Jeffrey E. Christian has learned this lesson by working on hundreds of executive search assignments and building his own headhunting firm into a nationally recognized company, one of the top ten in the nation. In *The Headhunter's Edge*, he reveals his secrets for excelling on either side of the desk—as a leader trying to build a great company, or as a job seeker in search of the next big position. In this practical manifesto, Christian shows how essential it is to have the most talented people on your side. But how do you find the best? And how do you become the best? Christian's solution: Think like a headhunter. He gives readers the benefits of his twenty years of experience interviewing thousands of CEOs and potential CEOs, and tells you • how to conduct an interview and spot great leadership qualities in job candidates • exactly what to do and say to keep a valuable employee from resigning • how to expand your network to find the best emerging talent • key strategies and instructions for choosing and getting the most out of a search firm • what it takes for ambitious and talented people to get noticed and get the next big job or promotion Practical, impassioned, and wise, *The Headhunter's Edge* is an indispensable guide to advancing your career—and making your business more successful and profitable.

High Tech and High Touch James E. Coverdill,William Finlay,2017-11-15 In *High Tech and High Touch*, James E. Coverdill and William Finlay invite readers into the dynamic world of headhunters, personnel professionals who acquire talent for businesses and other organizations on a contingent-fee basis. In a high-tech world where social media platforms have simplified direct contact between employers and job seekers, Coverdill and Finlay acknowledge, it is relatively easy to find large numbers of apparently qualified candidates. However, the authors demonstrate that headhunters serve a valuable purpose in bringing high-touch search into the labor market: they help parties on both sides of the transaction to define their needs and articulate what they have to offer. As well as providing valuable information for sociologists and economists, *High Tech and High Touch* demonstrates how headhunters approach practical issues such as identifying and attracting candidates; how they solicit, secure, and evaluate search assignments from client companies; and how they strive to broker interactions between candidates and clients to maximize the likelihood that the right people land in the right jobs.

The Headhunting Business Stephanie Jones,1989-10-16 *The Headhunting Business* is the first detailed investigation of executive search in Britain: the recruitment of senior-level businessmen and women by intermediaries acting on behalf of client companies, popularly known as 'headhunters'. Sweeping aside the popular mythology surrounding headhunting, this book analyses exactly how the business works in practice. Dr Jones has interviewed hundreds of executive search consultants, their clients and candidates, producing an in-depth anatomy of this vital business service, now employed by up to 90 per cent of major British companies, which hardly existed a decade ago. Dr Jones argues that the top end of the market includes a number of high-powered, top-quality, creative consultants and reputable and highly professional firms offering a valuable resource to their clients. *The Headhunting Business* looks at: 'The Economics of Search'; 'The Emergence and Growth of the Headhunting Business'; 'The Nature of Headhunting in Britain in the 1980s'; 'Client and Candidate Experiences of Headhunting', based on an extensive, specially designed survey; 'The Headhunting Process'; 'Three Headhunting Case Studies'; 'The Global Scene', including a section on headhunting in Europe; 'Headhunting in the Future'; with an appraisal of leading executive search firms in Britain, and Hints on How to be Headhunted. It also contains a glossary of jargon and common expressions in use in the headhunting world today and a detailed bibliography of books, articles and relevant on-line material.

New Guinea Headhunt Caroline Mytinger,1946

Headhunters Jo Nesbo,2011-09-06 INTERNATIONAL BESTSELLER • From the #1 New York Times bestselling author of *Cockroaches* comes a funny, dark, and twisted caper worthy of Quentin Tarantino and the Coen brothers—about an aspiring art thief and the target who's about to destroy his life. “If you don't know Nesbø, it's time to get with it.” —USA Today Roger Brown is a corporate headhunter, and he's a master of his profession. But one career simply can't support his luxurious lifestyle and his wife's fledgling art gallery. At an art opening one night he meets Clas Greve, who is not only the perfect candidate for a major CEO job, but also, perhaps, the answer to his financial woes: Greve just so happens to mention that he owns a priceless Peter Paul Rubens painting that's been lost since World War II—and Roger Brown just so happens to dabble in art theft. But when he breaks into Greve's apartment, he finds more than just the painting. And Clas Greve may turn out to be the worst thing that's ever happened to Roger Brown. Don't miss Jo Nesbo's new thriller, *Killing Moon*, coming soon!

Headhunters Confidential Alan R. Schonberg,Robert L. Shook,2000 Who knows more about what it takes to land a great job than the CEO of the world's largest search firm and the 3,500 headhunters who work for him? Now, the experts at Management Recruiters International reveal their collective wisdom in this dynamic insider's guide.

Harper's Rules Danny Cahill,2011 A funny and riveting story that will help you make smart decisions about landing your next--your best--job or relationship.--Amazon.com.

Showing Signs of Violence Kenneth M. George,1996-01-01 A wonderful book, theoretically challenging, ethnographically rich, and exquisitely written.--Toby Alice Volkman, Ford Foundation Fascinating and compelling. . . . Examines with great subtlety the cultural construction of violence, and in putting forward a notion of 'political affect' moves beyond prevailing ideas of emotion in ways that have great significance for anthropology and other fields as well.--Benjamin Orlove, University of California, Davis

Headhunting and the Social Imagination in Southeast Asia Jules de Raedt,Janet Hoskins,1996 This book brings together material on headhunting from several Southeast Asia societies, examines its cultural contexts, and relates them to colonial history, violence, and ritual.

The White Headhunter Nigel Randell,2013-08-22 Shanghaied in San Francisco in 1868, teenage Scots sailor Jack Renton then found himself on a voyage into the heart of darkness. Escaping from his floating prison in an open whaleboat, Renton drifted for 2000 miles, only to be washed up on the shores of a Pacific island shunned by 19th-century mariners, Malaita in the Solomon Islands. There he was stripped of his clothes by headhunters and forced to 'go native' to survive. Initially a slave to their chief, Kabou, he eventually became the man's most trusted warrior and adviser. Renton's own account of his eight-year exile, published after he was rescued, remains the only authenticated account of a mental and physical ordeal that still haunts the imagination to this day. It caused a sensation at the time, though it is now clear that it airbrushed out most of

the key events. Researching the Renton legend, Nigel Randell spent several years talking to the Malaitans and piecing together a very different account from Renton's sanitised version. The ultimate irony is that a man so keen to conceal his 'crimes' should have bequeathed their evidence - a necklace of 60 human teeth - to a collector who donated it to a national museum.

The suitability of social media for headhunters to recruit managers from and for the fashion business Robin Schlesinger,2014-10-01 Headhunters take on an enormous responsibility with the acceptance of a mandate to search for competent, qualified top executives. In living up to expectations and identifying eligible, appropriate, high-performing candidates of great personal integrity, numerous new and partly unknown tools are available to them thanks to the rapid expansion of social media platforms. In times when recruitment tasks are increasingly performed internally by personnel managers, it is particularly crucial for headhunters to adapt to such new trends. The present study examines whether social media are a suitable medium for the recruitment of executives by headhunters and identifies the new opportunities and challenges they present to recruitment experts. By means of a survey, the extent to which social media platforms are already being used by headhunters, in particular in their search for executives for the German fashion business, is investigated. Taking into account the results of this survey as well as the latest research concerning headhunters, social media and the fashion business, the study concludes by putting forward recommendations for the use of social media in headhunting executives.

How to Be Headhunted John Purkiss,Barbara Edlmair,2005 Executive headhunting has long been shrouded in mystique. This book is the insider's guide to making the most of the practice, demonstrating the practical tips and hints which can be used so that everyone can get what they really want.

Headhunters Jo Nesbø,2013-03-14 Se você não conhecia Nesbø, esta é a hora. – USA Today Roger Brown é o melhor headhunter da Noruega. As maiores empresas do país contam com seu faro na hora de escolher os executivos que ocuparão os cargos de liderança. Roger é casado com uma mulher deslumbrante, dona de uma badalada galeria de arte, e mora em uma mansão construída por um renomado arquiteto. Ele tem a vida perfeita, mas é cada vez mais difícil pagar por ela. E Roger só consegue pagá-la roubando obras de arte e vendendo-nos para o mercado paralelo. Até que surge em seu caminho Clas Greve, um executivo holandês de alto gabarito. Greve é um duplo achado: o candidato perfeito para um cargo altíssimo que, além disso, possui um quadro do pintor flamengo Rubens que se acreditava estar perdido desde a Segunda Guerra Mundial. Se conseguir colocar as mãos em sua presa, Roger finalmente poderá dar fim a seu papel no mercado paralelo da arte e assumir por completo a vida perfeita que sempre sonhou. Mas há outro caçador nesse jogo, e os riscos que Roger corre podem levá-lo para um terrível pesadelo. Headhunters é um thriller excepcional, com um enredo surpreendente, repleto de reviravoltas que prendem o leitor da primeira à última página. Jo Nesbø nos transporta da alta cúpula financeira e industrial norueguesa ao submundo de mercenários e vigaristas, recheado de cenas que transformaram o autor em um dos mais importantes escritores do gênero na atualidade. Nesbø transforma cenas simples em situações assustadoras. - The New York Times Nesbø tem o raro talento de criar reviravoltas, revelando ao leitor apenas o que deseja. - The Independent Prosa precisa e sofisticada. Nesbø tem a mesma habilidade de Nabokov em nos convencer a simpatizar com um protagonista repulsivo. - Newsweek Um exímio contador de histórias. - Daily Express Suspense hitchcockiano. Headhunters proporciona uma surpresa atrás da outra. - Booklist Viciante. - Vanity Fair

CSI: Headhunter Greg Cox,2008-10-28 A package with no return address is delivered to the University of Nevada's anthropology department, and a genuine shrunken head is inside. At first, Gil Grissom and his team consider it a grisly relic, but soon evidence points out that it is, in fact, a modern-day murder. Original.

Headhunter Timothy Findley,1999-09-27 It all starts when Lilah Kemp - librarian, spiritualist, schizophrenic - inadvertantly lets Kurtz out of page 92 of Heart of Darkness and is unable to get him back in. While Kurtz is stalking the streets of Toronto, Lilah frantically begins her search for Marlow to help her deal with the literary villain Meanwhile, the city is becoming increasingly chaotic and terrifying. The rich and powerful are engaged in a web of depravity, a new and horrifying disease called sturnusemia has swept the city, and severely traumatized children are turning up at the local psychiatric institutes. Kurtz seems to be at the centre of it all. Lilah, witness to events tearing the very fabric of her society, seeks solace as always in the great works of literature and prays for Marlow to find an capture Kurtz - before it's too late.

Next Job, Best Job Rob Barnett,2021-06-29 This generous and useful book strips away the shame and fear from a job search and can help you get past the resume and see a better way forward. —Seth Godin, bestselling author of This is Marketing If you're struggling to find work in an uncertain job market, Next Job, Best Job by headhunter Rob Barnett delivers game changing strategies to get you hired now. For readers at any phase of a career, Barnett saves you months of wasted time surfing random job postings and uploading resumes into oblivion. His new process gives you the end-to-end tools to find the work you want. Rob Barnett is an innovator, a two-time entrepreneur, and a senior executive with five decades inside legendary media companies. As an advisor to thousands of job seekers and company heads, he is uniquely positioned to disrupt the job search industry. His inclusive platform is a life-saving escape hatch during the darkest hours of unemployment and an expert guide to the work you deserve. With humor, compassion, and a healthy dose of tough love, Barnett covers everything from the essentials of a modern job search to ageism, ghosting, navigating LinkedIn and Zoom, and mastering the voodoo of social media. Pivot from worrying to winning with inspired steps to: * Score perfect job interviews * Negotiate like a pro and get to “yes” * Rebrand yourself with a unique resume, digital profile, and killer cover letter * Ignite focus and restore motivation * Identify the best career path * Define the right job title * Get immediate replies and callbacks * Master networking * Banish self-defeating thoughts * Embrace success * Pay it forward New strategies replace ancient job search rules that lead nowhere. Rise above every other candidate with an empowering, easy method that finally works.

Headhunters Matthew Brennan,1988 Brennan, a critically acclaimed author, has collected the stories of his fellow Headhunters--the men who fought with Vietnam's first helicopter reconnaissance squadron. They recall the war in their own words, providing oral history at its most exciting and most unforgettable.

Headhunters and How to Use Them Nancy Garrison Jenn,2005-04-01 When firms need to fill management positions, when experienced managers want a new challenge, or when MBA graduates are looking for their first senior management role, they often turn to headhunters or, more formally, executive search consultants. This guide provides a clear overview of the executive search market, with specific guidelines on using headhunters effectively, both for individuals looking for a job and organizations looking to fill a role. Headhunters offers advice on what's important in the selection of an executive search firm and provides invaluable networking tips on getting the best search consultants interested in you as a candidate. With the global job market more uncertain than ever, the need for quality career guidance has grown considerably. This new addition to The Economist series helps fill the void for all those looking for a new job—or a new employee.

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