

**Three P Consultants** is an independently-owned retained executive search firm managed by a team of professionals with more than 50 years of combined search consulting experience. We conduct searches for positions that include CEO and Board Members as well as Vice Presidents and Directors and have partnered with startups and large organizations across multiple industries throughout India.

Our commitment to client satisfaction, deep regard for personal relationships and dedication to quality is the cornerstone to our continued success. Our clients often refer us as a “Trusted Advisor” and we take this to be the highest compliment. Being candid about our qualifications is one of our biggest strengths. Clients value the discretion, experience and judgement we bring as consultants to their search for leaders.

#### **Our Service Offering:**

##### **Executive Search**

We advise. Our core business is identifying and assessing outstanding executives and recruiting them into senior leadership roles.

We work for a diverse group of select clients including - multinational corporations, entrepreneurial businesses, private equity firms and family-owned companies.

##### **Board Services**

We provide board counsel and recruitment services in partnership with a diverse group of clients. Our goal is to help clients strengthen their board structure and improve governance.

Our personal relationships with directors are complemented by a powerful database with access to detailed information on their careers, availability, interests and conflicts.

##### **Executive Research**

Most of our high growth clients firmly believe that tracking passive talent on an on-going basis provides them a competitive edge in their business.

Having successfully completed multiple search engagements we now offer executive research services to our clients and our fees are only towards staff time invested.

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**Executive Research:**

- **Snapshot**

This service is to identify executive talent from a targeted company or group of companies or an industry/market segment in a specific geography. The deliverable is an overview of an executive without having contacted them personally. (Refer Sample 1)

The reporting is static, meaning that once a person or group is identified no continuous monitoring is done.

- **Comprehensive**

The most accurate and insightful information is gathered through this service carried out for an extended period. The objective is to track additional information on executives including their experience, growth plans and motivators. The deliverable is an overview of executives having met/contacted them personally. (Refer Sample 2)

All through the research you can expect frequent updates.

**Few advantages:**

- Provide a long-term view of identifying and developing a pool of potential talent.
- Track best performers across organizations to address lateral recruitment in cases of any retirements, succession planning or attrition.
- Facilitate a speedy, well defined and more cost effective response to your recruitment needs.
- A pipeline of potential talent will be essential especially at the time of an acquisition or while starting an operation in a country, region or market or diversifying into a new business venture.

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## Relevant Experience

- Our client is a US \$24 billion, Fortune 500 organization with 10000 employees operating in more than 20 countries across diverse businesses. To fuel their existing and future growth plans, the Group engaged our services for a research model that identifies and continuously engages with potential talent. Our scope of work entailed identifying and tracking high performer CFO's across multiple industries in which they operate.
- The engineering business of a US \$50 billion, Fortune 500 organization had large hiring needs in most of the GCC countries. Our services were engaged for a research model that identifies talent across 7 functions in 12 competitive organisations in India and the Middle East. Our scope of work entailed identifying all individuals in the specific functions with experience of having worked in projects in the engineering sector.
- Our client is a global IT service company, offering a unique approach to deliver and support low risk, high quality IT applications and services. Our scope of work entailed identifying potential talent across competitive organisations. We helped create and set-up the recruitment division for the organization, managing the recruitment processes and methodologies and building up a structured database. We also helped the organization fulfill their current recruitment needs.
- A European Property Investment firm as part of their market entry strategy retained us to identify availability of key talent across the real estate sector. As a result of our detailed finding they made a strategic shift in their business plans.
- Our client, a leading E-learning company retained us over a period of 6 months to track key talent from competition and also engage in a personal dialogue with them. The purpose of this exercise was to understand perception of their firm in the industry.

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**Sample Report 1**

<b>Essential Research Details</b>		
<b>Organization</b>	XYZ	ABC
<b>Candidate</b>	Ms. Marie Connors	Mr. Sushil Lala
<b>Designation</b>	Vice President Projects	General Manager - Projects
<b>Contact Details</b>	Office : 00968 73797445 Mobile: 00968 68447376 Email : <a href="mailto:macor@yahoo.com">macor@yahoo.com</a>	Office : 0091 11 43222129 Mobile: 0091 9815020258 Email : <a href="mailto:slala@gmail.com">slala@gmail.com</a>
<b>Location</b>	Muscat, Oman	Delhi, India
<b>Additional Information only if Available</b>		
<b>Experience</b>	15 years	17 years
<b>Qualification</b>	Mechanical Engineer (VJTI)	Electrical Engineer (IIT)
<b>Comments</b>	She has been with XYZ for 10 years and has recently delivered a child. XYZ has offered her the option of flexible timings. She will consider full time employment in the summer of 2010. Open to a dialogue.	He is committed to a project in Delhi till April `09 and will be able to consider a move after that. His experience is limited to electro-mechanical projects. Open to discuss after 2 months (Mar `09).

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**Sample Report – II**

Essential Research Details		
<p><b>Name :</b> Mr. Amitabh Chattopadhyaya</p> <p><b>Organisation :</b> ABC India Pvt. Ltd.</p> <p><b>Designation :</b> Vice President, Mergers &amp; Acq.</p> <p><b>Qualifications :</b> Chartered Accountant - 1987</p> <p><b>Contact :</b> Direct - +91 22 67070378 Mobile - +91 9867550899 Email - amitash@abc.com</p>	<p><b>Experience :</b> 2006 onwards: Motre Laboratories Ltd. 2003 - 2006: Teletech India 1999 - 2003: Bizzare India 1988 - 1999: Ranbaxy Laboratories Ltd.</p> <p>Has overall 22 years of experience. He has worked with Teletech India as a CFO for 1.5 years, Bizzare India for 4 years as CFO &amp; CIO. Currently he is working with Motre Labs and is in charge of M&amp;A, business analyses, JV's / Alliance management and investor relations. He moved back to Ranbaxy 2 years ago. His earlier stint with them was almost for 11 years and he was responsible for internal audit, funds management, treasury, JV/alliances management and was Regional Financial Controller for North America. He started his career with a CA firm and then worked for Indian Oil Corporation as a trainee. He currently reports to the Managing Director.</p> <p>Amitabh is articulate and has good communication. He is self motivated and appears to have superior leadership skills. He has an excellent track record.</p>	<p><b>Aspirations :</b> Aspires to be a Chief Financial Officer of a larger organisation</p> <p><b>Family Background :</b> Wife - Works with NGO 2 Daughters - 17 and 12 years</p> <p><b>Location:</b> New Delhi (Open to relocation)</p> <p><b>CTC:</b> Rs. 100 lakhs /US\$ 200,000 + stock options</p> <p><b>DOB:</b> 12th February 1962</p>

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