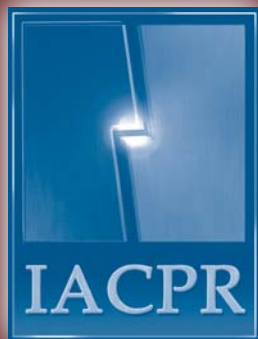


“Our members tell us that - especially in these turbulent times - our mission remains as relevant today as the year we were founded: To provide senior-level recruiters with opportunities to network...discuss best practices...and build cutting-edge expertise, within a truly collaborative environment.”



**International Association for Corporate & Professional Recruitment**

# Year in Review 2009

We've all heard that over-used cliché - "It's not Business As Usual." Of course, the truth is: It's NEVER Business as Usual. But sometimes the shifts are more seismic in one year than the next - and certainly the past year has seen upheavals of magnitude 7-plus earthquake proportions.

As recruitment professionals, we are used to being at the epicenter of these major displacements. After all, we are working with that unknown, volatile quantity - people. And nothing ever stands still in the constantly moving talent landscape.

Our responsibility is huge - we hold the future of people's professional lives in our hands.

We all know there are any number of well-respected recruitment organizations out there trying to help us deal with the many issues we face. So why has the IACPR thrived for 31 years? What makes this organization resonate with so many very senior people in our business?

Our members tell us that - especially in these turbulent times - our mission remains as relevant today as the year we were founded: To provide senior-level recruiters with opportunities to network...discuss best practices...and build cutting-edge expertise, within a truly collaborative environment.

This is the only arena where the retained search and corporate recruitment communities can come together in an atmosphere of complete trust and sharing. It makes us unique in the industry.

This year, we decided to go directly to our members, to find out what they themselves say about the value they receive from the IACPR. Many have been with us for 15 years or more - a testament to the strong relationships forged between the organization and senior recruitment professionals.

As we talked to a wide variety of members, a number of similar themes started to emerge. Here are excerpts from some of those conversations.

*"As a member, I can share, argue and learn in the company of very senior external and internal recruiters. You see both perspectives."*

*"These are the people I want to know throughout the industry, these are the people who are true peers, these are the people I can learn from."*

*"The IACPR helps members understand both sides of the search process, leading to stronger relationships and higher quality results."*

*"The quality of the topics and speakers at the IACPR events continues to draw me. You can't find this level of dialog among very senior recruitment professional anywhere else."*

*"IACPR brings together in one association the combination of continual learning and open and honest sharing with a trusted peer group."*

*"Through the IACPR, I've met and learned with people I consider indispensable partners in advancing best practices in executive recruiting."*

*"I have made lifelong friendships that have enriched my life in invaluable ways."*

*"This is a dynamic forum of idea exchange between leaders from both the corporate and executive recruiting arenas."*

*"The relationships I have formed have proven to be substantial and long-lasting."*

*"Because of the tremendous intellectual property resident in the organization, you gain not only strong professional development and stimulating new ideas - but also friendships for life."*

*"The IACPR provides a chance to work collectively together toward a new generation of executive recruiting and a new model for search."*

### **Economic downturns present new challenges.**

**In 2008 - our 30th anniversary - we have focused on ways our members can innovatively attract and retain the very best leadership talent in troubled times.**

- We had an over 25% increase in new membership in 2008, representing both corporate recruitment and retained search.
- We have been especially fiscally conservative in 2008, anticipating the economic downturn - and, as a result, remain financially stable, with a Board of Directors and an executive management team fully committed to our mission and our goal of being the definitive player in the industry.
- Once again in 2008, we held one of our most successful national conferences ever. *The IACPR Global Conference 2008, Partnering for Success: the Changing Talent Landscape* brought together senior-level professionals to discuss how, working in tandem, we can meet the challenges of today and prepare for the future.
- To celebrate our 30th anniversary, we organized a special dinner Monday night of the conference, sponsored by PepsiCo, one of the corporate founding members of the IACPR. Attending were new members and those who have been with us since the beginning - a wonderful mix of recruitment professionals honoring our 30 years of success.
- We've continued to build our chapters this past year - and are looking at potential new chapters where we are seeing significant growth in our membership.
- Our very well-received Teletopics series covered topics ranging from innovative research techniques to workforce flexibility.
- We continued to publish our *Talent Strategies Update* newsletter, featuring interviews with a variety of top experts on leading-edge talent management issues.
- Our highly praised Spring and Fall Small Search Firm Forums once again brought together boutique retained search firms to discuss issues specific to them.

Talent management is both a science and an art - it's all about recruiting and retaining strong performers and giving them opportunities to excel and advance. This requires having effective, formal systems and processes in place, of course. But it also requires an understanding of how different people will respond to diverse situations and motivations.

As our members deal with the impact of the troubled economy and the resulting waves of corporate downsizings, the IACPR helps them meet the tough challenges - not just through key information and shared experiences but through a commitment to treating colleagues, candidates and employees with respect, dignity and integrity, at every stage of their careers.

Over the next few years, the bar will rise even higher for those in the business of attracting, retaining and motivating executive talent and future leaders. In fact, it already requires enormous creativity, agility and energy simply to be eligible to compete. We are operating in a mobile, global market, and human capital executives are tackling a sometimes mind-boggling number of activities, both strategic and tactical.

*Collaboration between internal and external recruitment has never been more critical - and this teamwork continues to be the foundation for the IACPR and at the very heart of our mission.*



**Nancie S. Whitehouse, 2009 Chair**

## **Join Us at Our Global Conference 2009 Change and Renewal: Meeting the Talent Challenge**

The **International Association for Corporate & Professional Recruitment's Global Conference 2009**, to be held **October 25-27 at the Rittenhouse Hotel in Philadelphia**, brings together the most senior corporate recruitment and retained search professionals, exploring innovative and effective ways to address the challenges of the new talent landscape.

Now in its 31st year, the IACPR Global Conference is a truly unique opportunity to network, share best practices and build cutting-edge expertise within a collaborative environment.

*Our goals throughout the conference are to provoke thought, create interactive dialog, foster relationships and explore the challenges in practical ways that provide insights and solutions that create true competitive advantage.*

Speakers are the top talent strategists from major corporations and well-known members of academia - with on-the-ground experiences and take-aways you can use immediately on the job.

*The IACPR Global Conference 2009 is the premier event in our industry. This is a chance to network with colleagues, hear from the experts and benefit from the sharing of ideas and spirit of collegiality that set our organization apart.*

**Visit [www.iacpr.org](http://www.iacpr.org) To Learn More and Register!**