

**AGORA**  
|search

human resources consulting  
*and recruitment of executives by direct approach*

**Think global**  
*Act different*

# Your expectations

**Attract  
& retain**

*a talented and rarely  
skilled workforce*

**Receive great  
advice and  
be challenged**

**Develop  
both men  
& women**

*in their managerial  
practices*

**Build a  
relationship  
of mutual trust**

**Breathe  
life into  
your values**

*at each point of  
contact before  
and after recruitment*

**Have real  
choice**

# Agora DNA & value

**Mobilizing the expertise** of its integrated teams

**Capitalizing on multisectoral experienced**  
consultants and research staff

**Develop a deeply human vision**

## Excellency

We ensure excellent service throughout the process : from the first assessment to the final report

## Audacity

We propose differentiating solutions, take measured risks, step outside the box to adapt to constant change

## Commitment

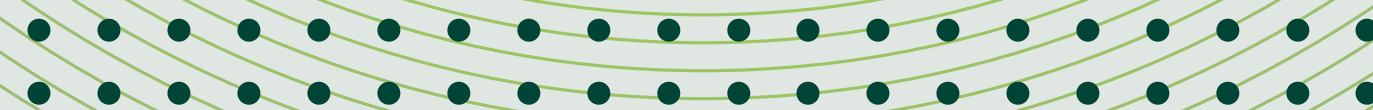
We build committed and sustainable relationships with clients and candidates



Member of the network

# Penrhyn International

for the past 10 years



40 offices worldwide



# Our *expertise*

# Search & consulting

## Executive Search

*Direct approach Leaders,  
experts & directors*

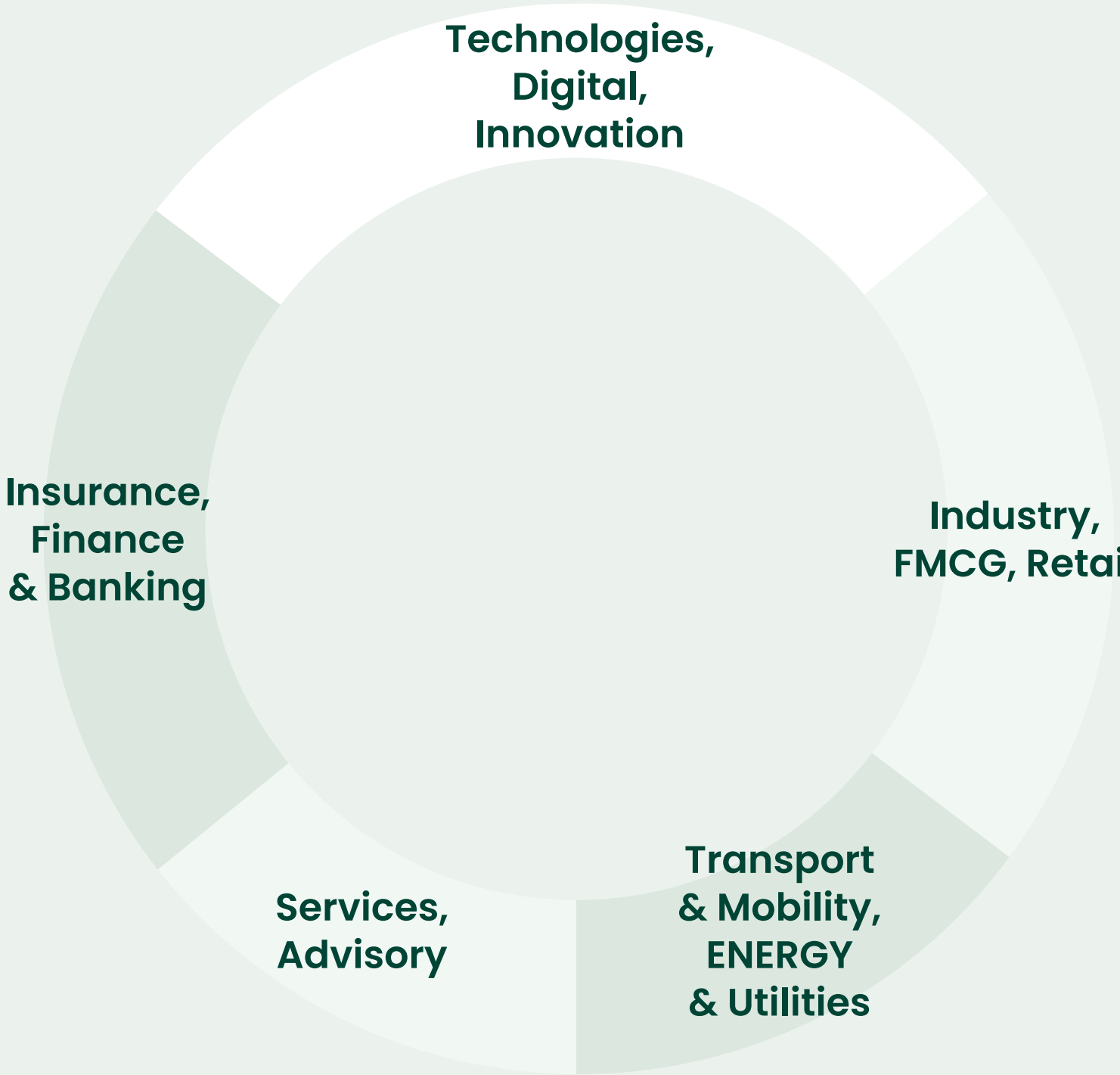
## Consulting

*Performance development*

*Assessment*

*Transformation  
of managerial practices*

## « Sectorial Expertise »



# Executive *search*



Executive Search

# Turning recruitment into strategic opportunities

A global strategic reflection that takes into account the internal specificities and challenges, the company's ecosystem, the market, customer expectations, business strategy, technical and regulatory constraints.



**Recruitment  
expert**  
*by direct approach*

**18 experienced  
professionals**

**Méthodology**  
and consulting approach at  
each stage of the assignment

**Effective research,**  
identification  
and evaluation tools

**Consultant  
& Researcher**  
pairing dedicated to each assignment



**Agora is at the heart  
of the *customer & candidate*  
experience, with personalized  
guidance and approach.**





## Know-how

*Research & Selection*

assignment

# 1 *Understanding the assignment*



Strategic vision

Job environment

Culture & DNA

Business & organizational challenges

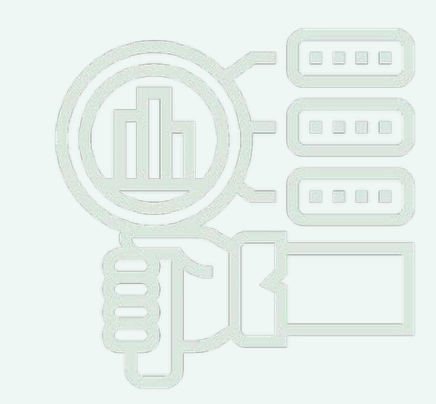
## Know-how

*Research & Selection*

Targets



# *Identifying & Analyzing your targets*



Market research & ecosystem

Deciphering the organisation  
charts of target organisations

Identification and direct approach to candidates



## Know-how

*Research & Selection*

Selection



## Know-how

*Research & Selection*

Choice

# 4

## *Accompanying you in your final choice*



Client & candidate experience from  
initial selection to final agreement

Negotiation and follow-up of signature

Support in decision making

Integration follow-up



# *Consulting*

## Consulting

### *Understanding what drives your team and organization*

#### **Assessing potential and leadership**

Competency assessment (individual, 360° and collective, succession plans)

#### **Developing leadership**

Leadership/coaching development program (practices & posture), coaching through transition, change and on-boarding

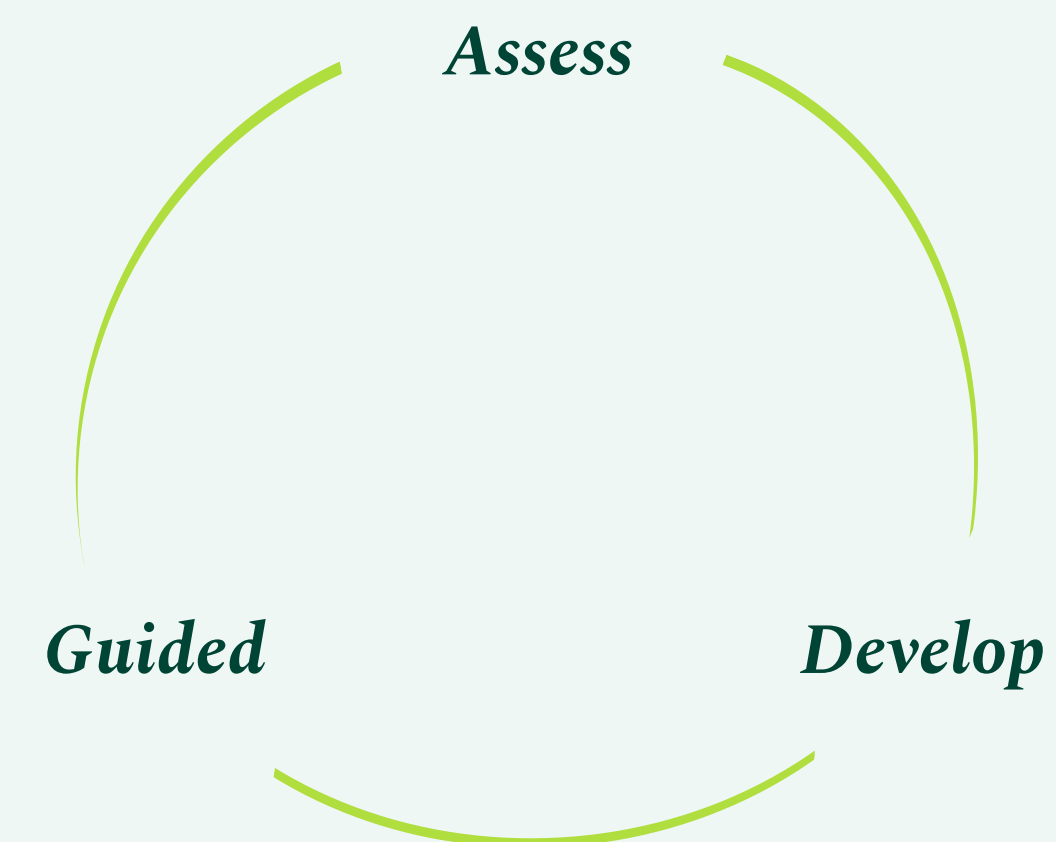
#### **Supporting and transforming organizations**

Organization audit and consulting in change management





# Understanding what drives your team and organization



# Our *commitments*



Signatory  
of the Diversity  
Charter



Membre of  
Syntec Conseil  
Recrutement

**CNIL.**

**RGPD** AGORA Search & Consulting guarantees the unconditional confidentiality of the data, raises awareness and trains its teams on the subject

**AESC**

**Membre of the l'AESC** AGORA Search & Consulting respects the Code of Professional Practice guaranteeing rigorous quality standards : trust, credibility and security





# *Agora Collective and Individual good Practices (CSR) : Our teams are Committed*

**Full digitalization**

**Mentoring**

**Involvement in  
associations**

**Work organization :  
face-to-face / remote QWL**

# Our *key figures*

# Constant *evolution*

100

Missions per year

18

Consultants  
& Researchers

40

Years of experience

200

Assessments per year

1979

Creation of Agora  
Search

2013

Integration to Penrhyn  
International

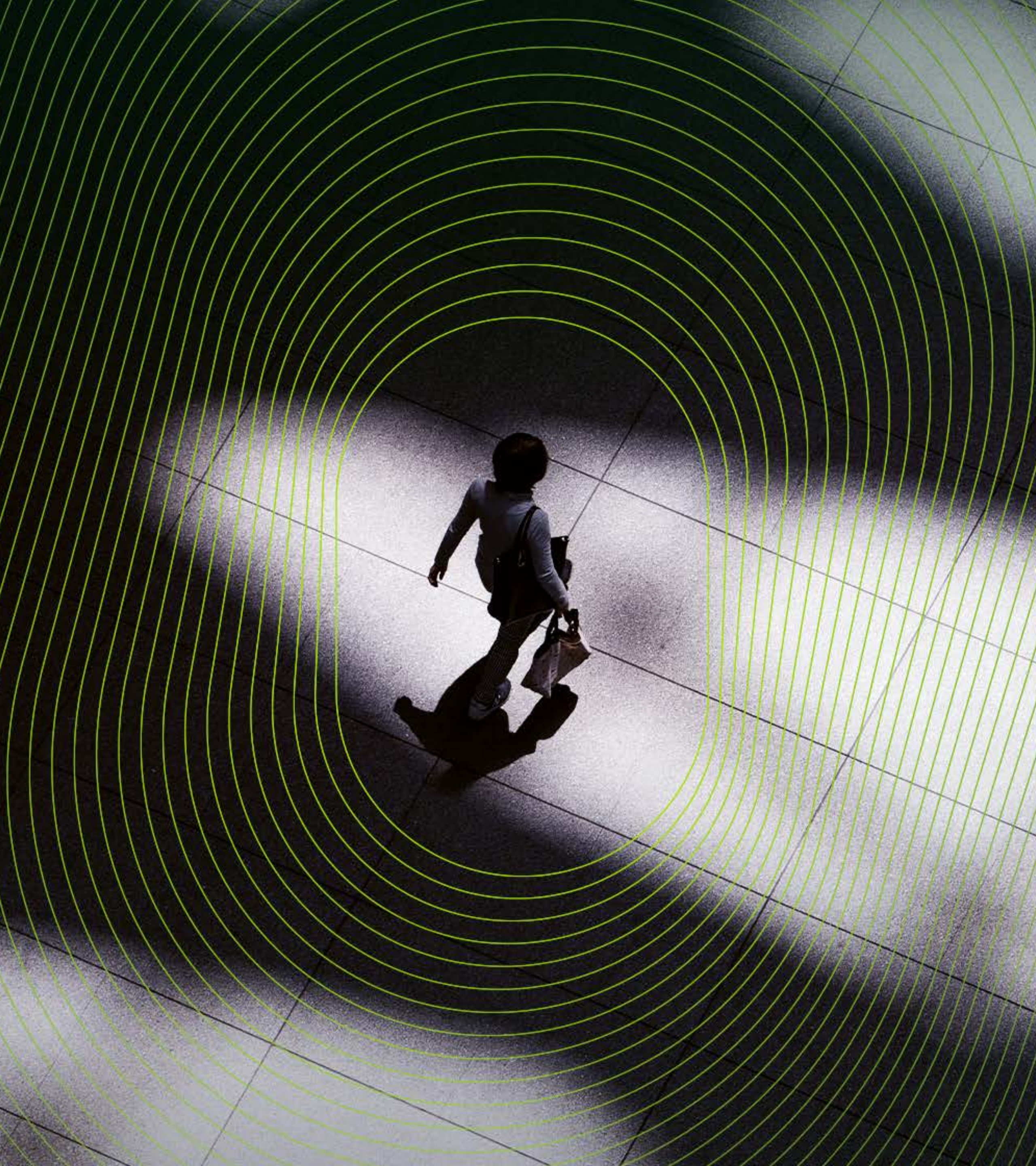
2015

Creation of Agora  
Human Capital

2021

Creation of Agora  
Search & Consulting





# AGORA | search

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