



HUMAN RESOURCES CONSULTING

Executive Search Management de Transition Consulting

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**

*A teachpoint 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

Agora

Equity, Diversity, Inclusion



Carrying on a daily basis an internal culture of sustainable **development, social equity** and **ethics**.

Our employees are **trained in CSR (Corporate, Social & Responsibility) and D&I principles** and are able to support our customers and candidates in compliance with legislation and commitments.

We support these values with conviction and embody our clients' commitments to CSR and D&I at every stage of the selection and evaluation process.

Member of the network

Penrhyn International

for the past 12 years



40 offices worldwide

Our *expertise*



Agora Search

Executive Search

*Direct approach Leaders,
experts & directors*

Transition Management

*Supporting a transformation,
a project, crisis management,
or simply an emergency*

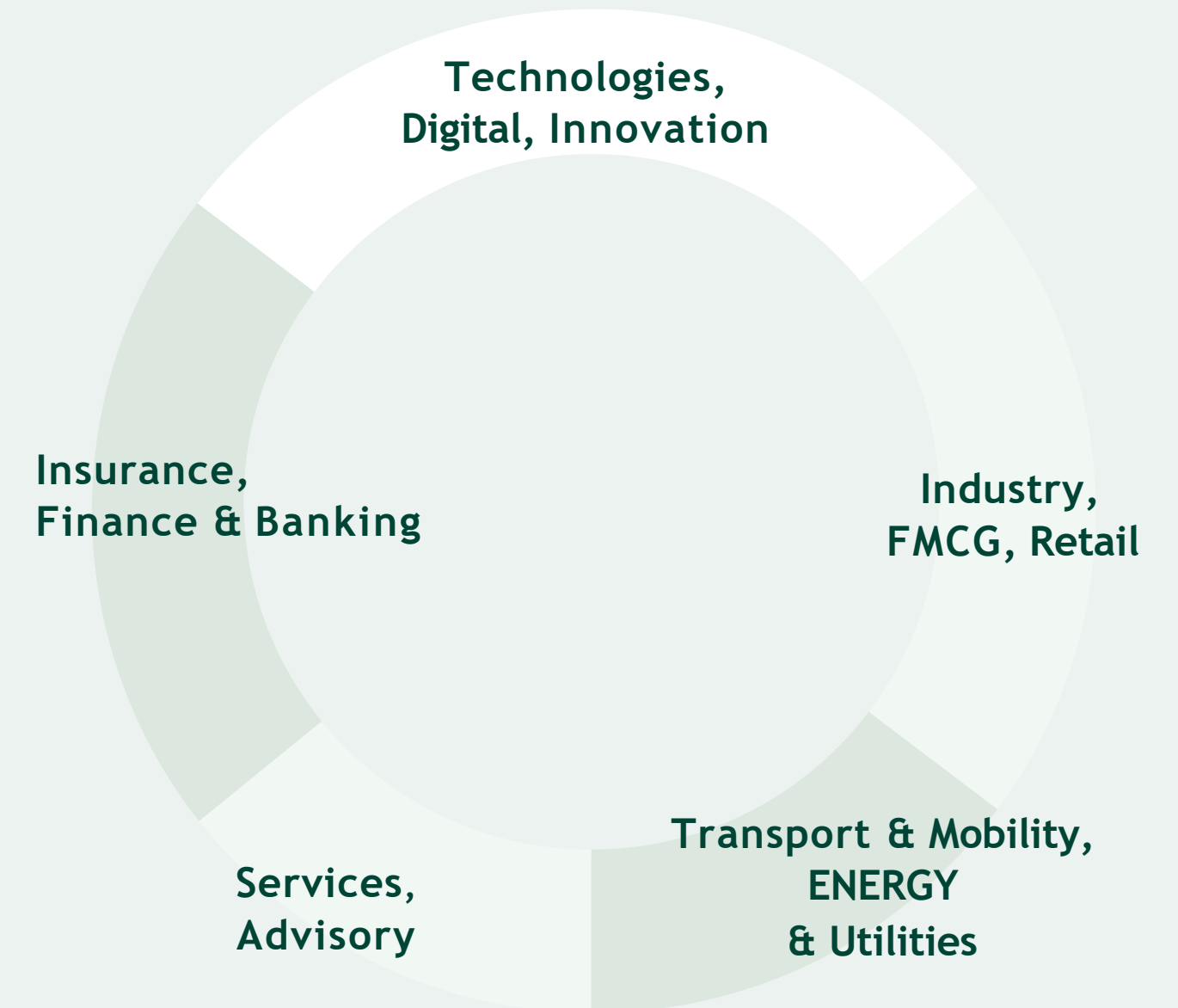
Consulting

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**

Methodology
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

Understanding the assignment

Strategic vision

Job environment

Culture & DNA

Business & organizational challenges

Know-how
Research & Selection

Targets

2

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

Recommendations & Selection Process

Shortlist of candidates

Candidate files

Client and candidate feedback

Assessments

Reference checking

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

Transition Management

Supporting a transformation, a project, crisis management, or simply an emergency

Our commitments :

The ability to select, propose and support Transition Executives, Managers and Experts, capable of transforming a constrained situation into operational and lasting solutions.

A tailor-made approach : in-depth understanding of the context and expectations, accurately qualified by an expert consultant in the field (sector/function); selection of profiles in line with requirements.

A personalized support for both parties throughout the duration of the assignment.

Our specialties :

**General and site
Management**

Financial Management

Industrial Management

Human Resources

DSI/Digital/Data

**Sales & Marketing
Management**

**Transformation
Department**

**Purchasing & Supply
Chain Managemnet**

Consulting

Consulting

*Understanding what drives
your team and organization*

Assessing potential and leadership

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

Developing leadership

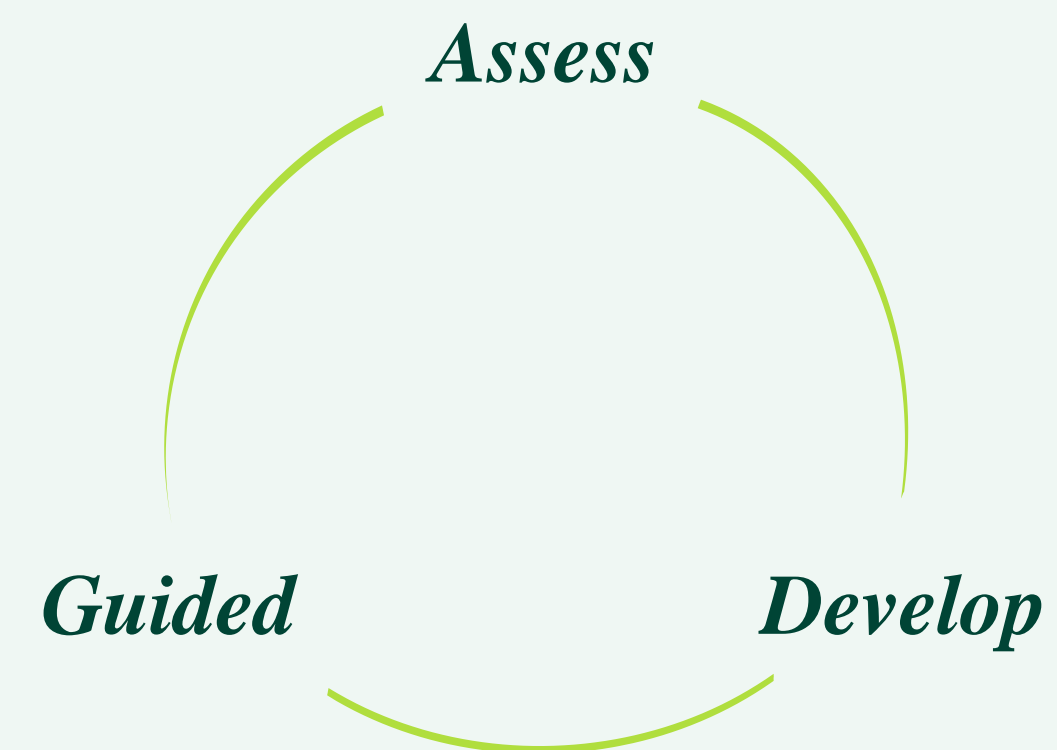
Leadership/coaching development program
(practices & posture), coaching through transition,
change and on-boarding

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

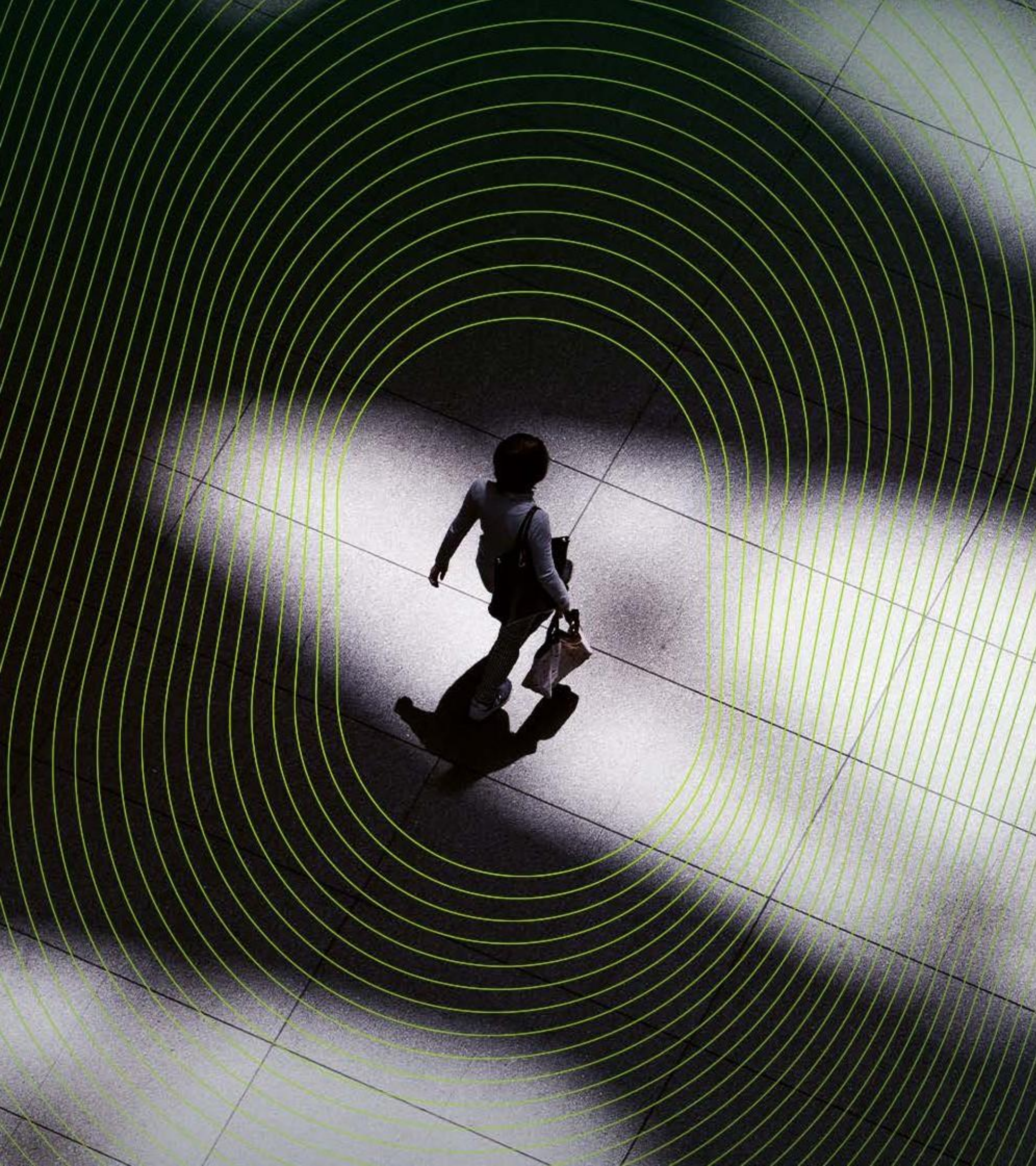
**Creation of Agora
Human Capital**

2021

**Creation of Agora
Search & Consulting**

2024

**Creation of Agora
Transition**



AGORA | search

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