

OI Global Partners Meeting

Ireland

May 2019

2018 Highlights and 2019 Outlook

2018

- 25% Search (35 corp. clients), 75% CT& Talent (150 corp. clients).
- 15% growth from 2017. 17 FTE
- 50% house clients, 50% rest of team (40% from 4, 10% from 6)

2019

- To date search up 32%, CT & Talent up 23%, 3 new FTE
- Competition: Transition- LHH, 3 Canadian incl us, RiseSmart Coaching – lots, Search - lots

Climate – Canada 2-3% growth last 2 years, spillover from US growth, unemployment rate 5.7% (near 40 year low), rising int. rates

Successes – easy to differentiate, pushing BD down in org to get bigger, utility players, not the cheapest but can justify, avoid bad business

Opps – cusp of taking off in talent/coaching. Cross-selling NEW
FMPI OYFFS



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Business Dev & Marketing Activities

- HR Executive Dinner
 - Employment Law Breakfast x 2
 - Career Boost
 - Late Summer Social
 - CHRO Leadership Summit Sponsorship
 - Charitable Search Program
 - Charitable Coaching Program
 - Holiday Card Mailing (old school!)
 - Monthly Blog.....
- EVENT PHOTOS:



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Business Dev & Marketing Activities

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Executive Coaching & Leadership Development	Assessments	Organizational Effectiveness	Career Management
First 90 Days	Pre-Hire	Change Management	Mindful
Team Leadership	Internal Promotion	Team Building	Career Ownership
Impact & Influence Communication	Leadership Development	Workplace Restoration	Career Direction
Strategic Leadership	360° Assessment	Succession Planning	Career Development Workshops



Cross Border Business

- Most opps with Canadian companies w/ multinational operations
- Ontario Teachers Pension Fund (UK), Canadian Standards Association (Honk Kong), Morneau Shepell (Minnesota, New Jersey, Houston, Florida)
- Potential opps through more communication – Ireland example