

# Im holding on my contacts and just a simple intuition is not enough

Lucie Sedláčková owns a headhunter office in Brno. For companies, it occupies managerial, specialised and hard-to-fill jobs primarily in the industry. It will reveal more in the following rift.

## What leads company to reach out to you and have a new manager or expert „dragged“ into their company?

Real need. For example, in a situation where a company is implementing a management change. Similarly, this may be a situation where a company is looking for an expert in the specific field of the company's scope and cannot be found

in the normal labour market. It is often a „critical“ situation where the company tries to fill a managerial or expert position for example for six months or even a year, using all its own resources of recruitment, advertising, staffing agencies, but without success. Paradoxically, I like working on such contracts the most. Last but not least, it is the need to protect the privacy of company and to maintain the

discretion of the selection process. Like replacing a manager that management is unhappy with.

## How does such cooperation take place between you and the company?

At the outset, we always meet the contracting authority in person. I need to find out the maximum information on a candidate's knowledge and expertise requirements. I need to get to know the company, its culture, processes including manufacturing, products, as well as the personality of the superior or colleagues. We will then proceed with signing the exclusive cooperation agreement. It underpins good engagement between the two parties. I get to work, I seek out, I reach out to candidates, I get references. I always meet the appropriate and motivated in person. I recommend appropriate to the company and implement the entire selection process here. Placing a candidate doesn't end it for me. For a long time afterwards, I have been in contact with the management

### EXECUTIVE SEARCH

Direct Search, a slang headhunting (glamour skull hunting), is a term indicating a direct search of workers for a top position in the organization. In contrast to the standard tender, when a company publishes a job offer and anyone can apply, the Executive Search company itself contacts selected professionals to offer cooperation.

### BC. LUCIE SEDLÁČKOVÁ

She has been in Recruitment branch since 2005. She started a business in this field in 2009 and founded the Fenix staff agency in 2012. She has since sought out suitable workers for companies. Today she is the owner of the company FENIX SEARCH s.r.o., providing Executive Search services primarily to industrial companies. She graduated from Masaryk University in Brno.



of the company as well as a new worker, ensuring some comfort and awareness for both sides.

**You seek out workers for the industry. What makes you think that?**

Brno is a technical and engineering power, I dare say. I have been in the industry since 2005 and then even today Executive Search services are most often used by industrial, manufacturing and corporate companies. I say I grew up in it. In my years of practice, I've known really a lot of industrial companies, their manufacturing processes and technology. I'm educated in technology. At the moment, my goal is a comprehensive quality management training and my particularly favourite field is metalworking.

**Where and how are you looking for candidates in these high-tech times?**

It is this area of my ability that I find crucial. It's knowhow and the nature of the service I'm offering. I'm using a wide network of contacts that I've been building for years. I care for and pamper

such contacts because they may be the source of other contacts I will need in the future. I address potential candidates directly, that is, call them at the company where they are working, meet them and try to impress them with a given job offer. I take addressing on social networks for granted and would not refer to this activity as headhunting. Today's „IT“ era offers many modern search tools and needs to be constantly monitored and educated.

**How do you expose the most suitable candidates?**

**Is your intuition enough?**

I relied on my intuition for the first years of my experience in recruiting. I soon found out it wasn't enough. It's not a question of whether I'm the only one who likes the candidate, but I have to watch the company's assignment, their culture, the personality of the supervisor, etc. In years of practice, I have managed to build a candidate testing and evaluation system that has proved successful and reduced the risk of choosing the wrong candidate to a minimum. It's online diagnostics,

assessment centres, psychodiagnostic led by a psychologist, professional and language testing, etc. It is always tailored and depends on the type of position occupied and the competencies monitored. Testing is an obvious part of any selection process and is included in the price of the service.

**In 2017 and 2018, your company ranked TOP10 companies of the South Moravian Region in the Regional Chamber of Economic Affairs Brno competition. How did you manage that?**

It certainly wasn't my dream destination, and I signed up the company for the competition, as they say, out of heck. Our winning was a huge surprise. Even bigger than was defending the position at TOP10 in the next year. It's pretty simple, when I do something, I do it full-on and with my heart. I add to that a little common sense, knowledge, faith and determination.

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