

Previous Newsletters :

[ISSUE 4 – DECEMBER 2012](#)[ISSUE 3 – NOVEMBER 2012](#)[ISSUE 2 – OCTOBER 2012](#)[ISSUE 1 – SEPTEMBER 2012](#)**Interesting Articles:****Great Ideas Bosses Never**

Hear...How often do you have an idea that you want to tell your boss, or your boss's boss, or your boss's boss's boss, and actually say it? And more important, if you do say it, how often do you feel the boss really listens? In too many companies, the answer to both of those questions is, at best, "hardly ever." ... [Read more](#)

Dubai's Cautious Comeback ...As

the UAE property market enters a fragmented recovery, developers are keen to tap renewed investor interest and are launching mega projects, betting that UAE's safe haven status will help to boost the real estate market... [Read more](#)

Middle East risks in 2013...

Middle East businesses may need to navigate through a range of risks in 2013, including regime changes, cyberattacks, digital wildfires and food and water shortages, according to analysts. New year, new set of risks... [Read more](#)

Ongoing Assignments:

- **Project Manager** – IT/ Telecom
- **Tendering & Contracts Director** – Financial Services
- **Marketing Manager** – FMCG
- **Sales Manager** – IT Infrastructure

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I just returned from Paris and London where I escaped the snow that is interrupting most flights at London Heathrow Airport. I visited search professionals specialized in Energy & Infrastructure and Financial Services to brainstorm upon how to add a real value to the Middle East and then North Africa.

This newsletter will be dedicated to one of our search experience whereby we had shown flexibility to better serve our clients. We decided that a testimonial from one of our clients has more impact and objectivity than us telling you how successful we have been; our special thanks by the way to Mr Gerard Riga who has taken time to write down this testimonial to witness how he had lived this experience.

Next month, we will be introducing you our Finance Management Division headed by Ms Gaenelle Perrot and which has been growing when the service started in January 2009.

Best Regards,

Zoran Marinkovic

Managing Partner – BM Management Consultancies

Handling an assignment involving three search firms in three different countries

"In June 2011, I decided to proceed with the search of a Regional Coordinator to take care of our LATAM Business Development. This function has a strategic role within our organization. Our business in South America is growing fast and is entirely in the hands of distributors. As always, distributors need to be controlled, supported commercially and technically, and above all, motivated!

The Regional Coordinator's action, therefore, has a direct impact on our results. The size of the zone covered is also an important issue: the whole of the South American continent. Whilst Brazil presently is our largest market, the rest of the continent is also growing fast and needs attention. So, we absolutely needed to meet candidates that were at home or could easily adapt to each local business culture and speak both Portuguese and Spanish. Besides, they needed to have a chemical background and most importantly, a proven successful track record of success in sales/marketing of fine chemicals.

The appointed person needed to have particular self-starting abilities since he (she) would have to work from home, with nobody to support him/her at close distance. Finally, I knew that the compensation package foreseen for the job was, at least compared to Brazilian standards, not exceptionally attractive.

On the basis of successful past experiences with searches in faraway areas I decided to entrust this assignment to IESF (International Executive Search Federation). Since the nationality of the incumbent person was not important, it was decided that the search would be carried out simultaneously in three countries: Brazil, Mexico and Argentina. Silvana CASE worked from Sao Paolo, Carlos Kingwergs from Mexico City and Ricardo Huck from Buenos Aires. All three approached, interviewed and screened potential candidates in their respective zones.

As you know, South Americans are football fans. It looked to me like each of the consultants involved had made of this a matter of national honor and pride! The agreed fee included a bonus for the office that would produce the lucky winner! But it was above all the glory of having won the race that mattered for them!

The outcome of the exercise was a first long list of 30 dossiers of applicants of which 13 were selected for personal interviews. The interviews took place in Sao Paolo and Buenos Aires.

A final short list of three candidates was interviewed by PRAYON's Top Management in the USA and in Belgium. In the end, a Brazilian candidate was hired. Needless to say Silvana was very proud! She had won the contest!

This assignment is a rather unusual case of international cooperation on a joint recruitment project. That is why I have accepted to write these few notes on it. It should be said that all the consultants involved in the process, including Zoran Marinkovic who, from the Dubai IESF office, master minded the logistics and the administration, showed enthusiasm, dedication, professionalism and great team spirit."

**Gerard RIGA, Group HR Director
PRAYON S.A., Engis (Liège), Belgium**

Meet BM Management Consultancies

We are a Middle East business consultancy firm who have been operating in Dubai, United Arab Emirates since May 2007. Harnessing experience gained in France and the United Kingdom, we develop, evolve and enhance our business practices to perfectly suit the unique culture and ways of working of the Middle East.

The adage goes "Think Global, Act Local": we embrace this ethos wholeheartedly and strive to assist our clients in building strong global brands and a stable of products and services that are uniquely tailored to local market conditions...

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Breaking News

We are launching Career Counseling to help candidates to build up the right strategy to reach a career growth through defining the right company targets, having the right tools in hand i.e. the resume and the cover letter, and to be well prepared for the interview.

If you are interested in this new service, please contact us on admin@bmdubai.com mentioning "Career Counseling" in the subject title.