

Previous Newsletters :

[ISSUE 6 - FEBRUARY 2013](#)[ISSUE 5 - JANUARY 2013](#)[ISSUE 4 - DECEMBER 2012](#)[ISSUE 3 - NOVEMBER 2012](#)**Interesting Articles:**

Dubai's new boom assumes short memories...Dubai has rediscovered its appetite for grand designs. A replica Taj Mahal four times bigger than the original, the world's biggest Ferris wheel, several new mega-malls, and over 100 new hotels are amongst a raft of extravagant projects aiming to boost tourism in the emirate. But lingering debt woes from its last boom-and-bust cycle should hopefully reduce the risk of runaway spending... [Read more](#)

The Need to Compare...

A highly respected figure in African studies, Jack Goody has become a distinctive voice in the torrent of academic critiques of western ethnocentrism. His work, spanning more than sixty years, has been based on a single ambition: comparison, for the sake of more accurately locating European history within Eurasian and world history...[Read more](#)

Dear Dawn...Team Building Event – The Answer...

Gulf Business' leadership expert, Dawn Metcalfe, will answer all your professional queries. After a week of discussion and comments, the Gulf Business agony aunt Dawn Metcalfe gives her expert opinion on the first query in the series. The question for week one was: Do I have to attend this team building event?...[Read more](#)

Assignments Handled:

- **Sales Manager** – Riyadh – IT/Telecom Infrastructure
- **General Manager** – FMCG
- **HR Director** – 3rd Party Logistics
- **Strategy & Planning Associate** – MEA – Insurance

Find Us[BMCC Company Profile](#)[BMCC Professionals](#)[BMCC Management Recruitment](#)[BMCC Learning & Development](#)[BMCC Business Finance Management](#)[BMCC Values](#)[Contact Us](#)www.bmdubai.com

Dear All,

Welcome to our 7th Newsletter!

This month, we would like to elaborate on the kind of requests we receive from prospects that need talents to resolve their business issues, or to achieve their business objectives. Surprisingly, companies are not willing to spend time explaining their needs. Quite often, they haven't prepared and simply ask whether we have a "very good Finance Manager or CFO ready to start now" without elaborating further. Consider how many very good people in Finance are desperate to find a job, or ready to jump ship to join a company immediately.

Next month, we will study the Leadership Competencies of a Candidate we believe are needed to be successful throughout your career and to implement a comprehensive assessment during your hiring process.

Best Regards,

Zoran Marinkovic

Managing Partner – BM Management Consultancies

Finding the Right Type of Expert for your Business

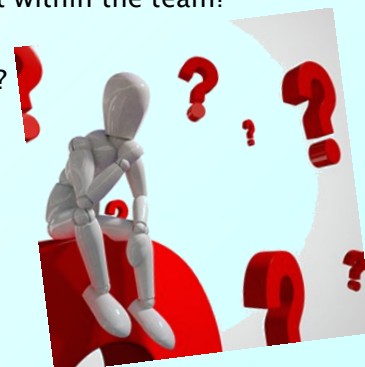


You may be aware Finance has a wide spectrum: internal auditing/internal control, accounting, reporting, business analysis, budget/forecast, planning, cost control, implementing new process and procedures, project finance management, valuation of companies for a future M&A or an IPO, business strategy involvement. So what type of background and experience do you need for your business?

They often do not really know; the only thing they know is that Finance Manager Position is vacant and they need to fill this opening. I could do the same exercise with Supply Chain and so many other managerial positions.

Here are some pre-requisites if we are going to find the right type of expert for your business.

- ◆ What size is the finance team and what are the skills already present within the team?
- ◆ Is it a replacement, or a new vacancy?
- ◆ What is your business? What you hope to achieve and your strategy?
- ◆ Particularly, **what are your cultural characteristics and what is your attractiveness?**
- ◆ What are the key tasks, responsibilities and assignments to be done handling this role?
- ◆ What are the three key challenges that the candidate will face in this role?
- ◆ What would be success criteria in this role?
- ◆ Do you need a candidate with any specific industry experience and must that person have a proven track record in managing people?
- ◆ What would be the critical personality characteristics in management, working style and soft skills (personality, attitude, motivation...) that the candidate must have?
- ◆ Naturally what is your salary budget, and is there any room for career progression?



You might need to have the right answers to attract the right candidate. You could either receive hundreds of resumes without any screening, any assessment or any reference, or you could work out what the requirement is in order not to waste time and resources acquiring the right talent.



The same applies to your organization; I guess you need to know and understand what your clients' and customers' needs are before proposing a solution or a product, don't you? Why would it be different when we deal with human beings who are much more complicated to understand than products?

Meet BM Management Consultancies' Direct Search for Management & Experts

BM Management Consultancies aims to provide our Clients with a bespoke solution that matches their culture, vision, strategy and organization. Indeed, we target in priority unavailable talents who work in the same industry and even sub-industry. With regards to the importance and the challenging requirements of the position, we conduct a direct search process. This allows a proactive and straight forward approach to qualified and interested candidates. We define each executive search project as a unique consulting engagement and we tailor our efforts accordingly. Even though, a systematic approach is followed in executing each assignment.

[Click Here to Download our E-brochure](#)