

IIC Partners

Local Strength, Global Reach

IIC Partners has offices in over 30 countries and a global network of over 350 consultants. We conduct retained executive search and leadership advisory services for the world's leading Fortune 500 companies across a diverse range of industries and functions.

We build relationships and partner with established retained search firms that share a passion for quality, integrity, and delivering superior results for our clients.

Joining IIC Partners

Local Identity, Global Reach

IIC Partners provides your firm with a global footprint in over 30 countries while retaining the local identity and brand you've worked hard to create.

Our firms are independent, entrepreneurial experts in their region, representing a full array of functional and industry specialties. IIC Partners success is built on global collaboration among member firms - providing business referrals, sharing insights and best practices, and facilitating business growth, all while maintaining the unique identity of your brand.

We are proud to have in our membership the largest independent search firms in countries such as Brazil, France, Italy, Spain, Norway, Finland, Venezuela, Ireland and Romania.

Information and Best Practice Sharing



One of the hallmarks of being a part of IIC Partners is the wealth of knowledge and insight our global network commands. Our firms are committed to collaboration and collegiality by sharing best practices, industry insights and helping one another grow in their local market.

Trusted Advisors

Our intranet provides a forum for our members to request and share advice on a variety of business related issues such as:

- ▶ Business Development
- ▶ Industry Insights
- ▶ Pitching New Clients
- ▶ Succession Planning in Your Firm

With a global group of experts who have faced some of the same challenges, you always have access to timely insights.

World-Class Events



Dublin. Bangkok. Toronto. Prague. These are just some of the locations where IIC Partners has held its recent annual conferences and regional meetings.

- ▶ Our events are focused on learning, creating and building relationships, and providing you with new tools, resources and strategies to bring back home to your firm.
- ▶ World-class speakers share their knowledge of the talent management industry and trends in human capital.
- ▶ Our Researcher training events provide professional development on critical skills such as sourcing, pitching and qualifying.

Practice Groups

IIC Partners Practice Groups connect search consultants in particular practice sectors.

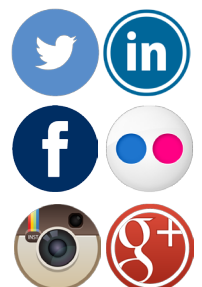
Our 10 Practice Groups, each guided by a Leader and Deputy, share industry trends and outlook data. In addition, the Practice Groups also share client information, where relevant, to leverage those relationships on a global level.

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|------------------------------|-------------------------|
| Industrial | Technology |
| Financial Services | Board Search |
| Consumer & Retail | Higher Education |
| Energy | Infrastructure |
| Life Sciences | Human Resources |

Marketing Support

Leverage the power of a global network of entrepreneurs to help market your firm at a local level. IIC Partners publishes global public relations campaigns, white papers, member announcements, industry statistic reports and more that you can adapt to your regional market.

Stay connected and up-to-date on current network initiatives through IIC Partners' various social media channels. IIC Partners has a rapidly expanding digital footprint that shares member announcements and news, amplifying your brand and message.



Ethical and Professional

- ▶ **Our Vision.** IIC Partners strives to be the global, independent retained executive search partnership of choice. All IIC Partners Members are experts in their industries and local markets. This excellence in expertise provides our members with unrivaled global access and to the highest quality professional network of like-minded executive search leaders.
- ▶ **Our Values.** Quality, Energy, Trust, Communication, Engagement, Collaboration and Collegiality. These values form the foundation upon which relationships and connections among IIC Partners Members are built. IIC Partners is trusted to deliver the highest quality retained executive search services and to provide clients with world-class service and results.
- ▶ **Code of Ethics.** IIC Partners firms adopt a Code of Ethics by which members agree to conduct business and professional relationships with clients, candidates and partners.

Dedicated Corporate Team



A small but passionate team of professionals help with operations, marketing and administration for the IIC Partners brand.

- ▶ Our staff have an international focus and are based in Europe and North America.
- ▶ Focused on facilitating connections and communications between offices, and raising the global profile of IIC Partners.



For more information on joining IIC Partners or general inquiries, please contact Christine Hayward, Executive Director, at chayward@iicpartners.com.

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