

**AGORA**  
| search

# HUMAN RESOURCES CONSULTING

Executive Search Transition Management Consulting

**Think global**  
*Act different*



# Your expectations

**Attract  
& retain**

*a talented and rarely  
skilled workforce*

**Receive great  
advice and  
be challenged**

**Develop  
both men  
& women**

*in their managerial  
practices*

**Build a  
relationship  
of mutual trust**

**Breathe  
life into  
your values**

*A teachpoint of  
contact before  
and after recruitment*

**Have real  
choice**

# Agora DNA & value



**Mobilizing the expertise** of its integrated teams

**Capitalizing on multisectoral experienced** consultants and research staff

**Develop a deeply human vision**

## Excellency



We ensure excellent service throughout the process : from the first assessment to the final report

## Audacity



We propose differentiating solutions, take measured risks, step outside the box to adapt to constant change

## Commitment



We build committed and sustainable relationships with clients and candidates

# Agora

## Equity, Diversity, Inclusion

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Carrying on a daily basis an internal culture of sustainable **development, social equity** and **ethics**.

Our employees are **trained in CSR (Corporate, Social & Responsibility) and D&I principles** and are able to support our customers and candidates in compliance with legislation and commitments.

We support these values with conviction and embody our clients' commitments to CSR and D&I at every stage of the selection and evaluation process.

Member of the network

# Penrhyn International

for the past 12 years



**40 offices worldwide**

# Our *expertise*

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# Agora Search

## Executive Search

*Direct approach Leaders,  
experts & directors*

## Transition Management

*Supporting a transformation,  
a project, crisis management,  
or simply an emergency*

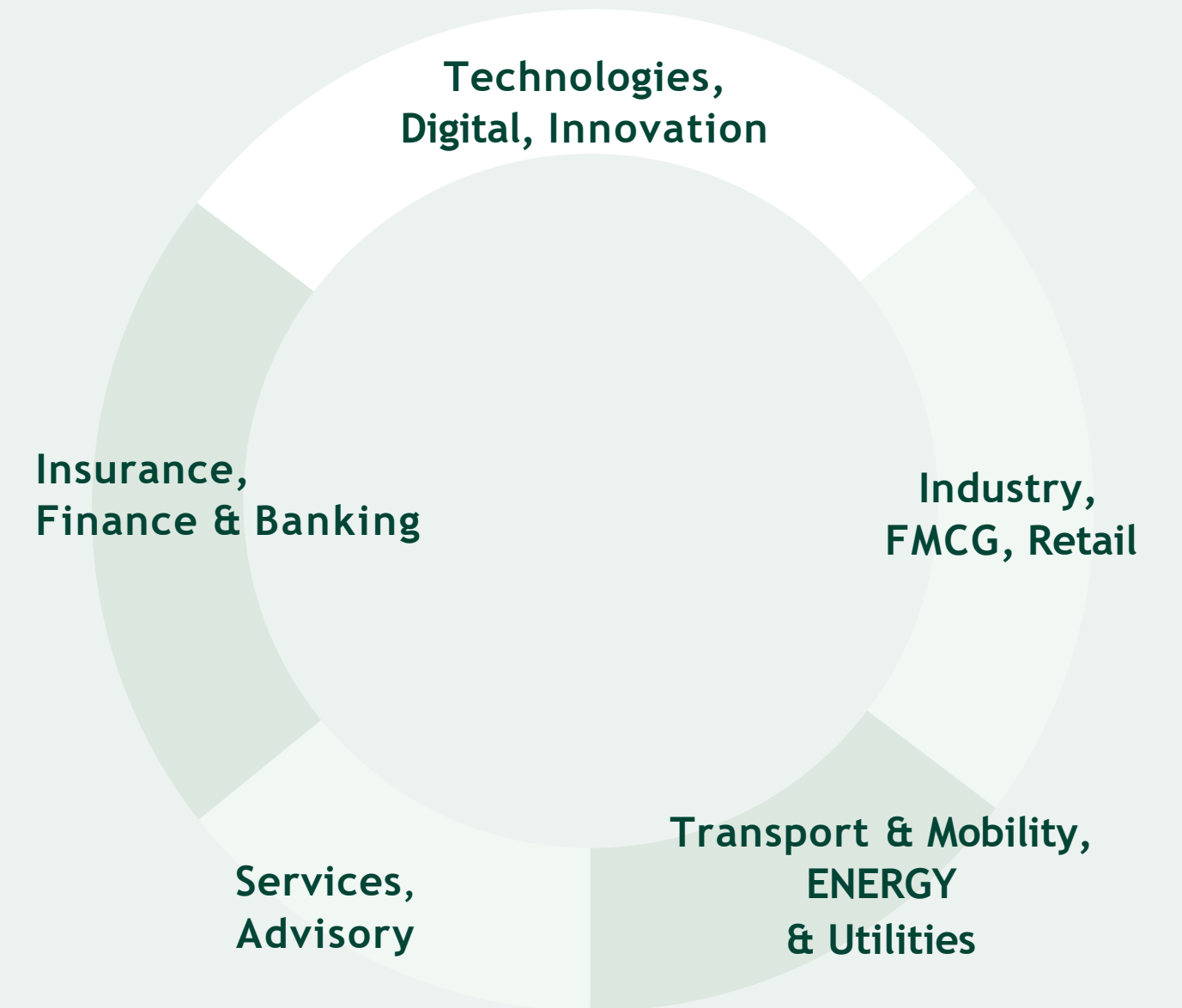
## Consulting

*Performance development*

*Assessment*

*Transformation of managerial  
practices*

## *Sectorial Expertise*



# Executive *search*





## Executive Search

# *Turning recruitment into strategic opportunities*

A global strategic reflection that takes into account the internal specificities and challenges, the company's ecosystem, the market, customer expectations, business strategy, technical and regulatory constraints.

**Recruitment  
expert**  
*by direct approach*

**18 experienced  
professionals**

**Methodology**  
and consulting approach at  
each stage of the assignment

**Effective research,**  
identification  
and evaluation tools

**Consultant  
& Researcher**  
pairing dedicated to each  
assignment

*client* **AGORA** *candidate*

**Agora is at the heart  
of the *customer & candidate*  
experience, with personalized  
guidance and approach.**



**Know-how**  
*Research & Selection*

assignment

# *Understanding the assignment*

Strategic vision

Job environment

Culture & DNA

Business & organizational challenges

**Know-how**  
*Research & Selection*

Targets



*Identifying  
& Analyzing  
your targets*

- Market research & ecosystem
- Deciphering the organisation charts of target organisations
- Identification and direct approach to candidates

**Know-how**  
*Research & Selection*

Selection



**Know-how**  
*Research & Selection*

Choice

# 4

*Accompanying  
you in your  
final choice*

Client & candidate experience from  
initial selection to final agreement

Negotiation and follow-up of signature

Support in decision making

Integration follow-up

# *Transition Management*

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# *Supporting a transformation, a project, crisis management, or simply an emergency*

## **Our commitments :**

**The ability to select, propose and support** Transition Executives, Managers and Experts, capable of transforming a constrained situation into operational and lasting solutions.

**A tailor-made approach :** in-depth understanding of the context and expectations, accurately qualified by an expert consultant in the field (sector/function); selection of profiles in line with requirements.

**A personalized support** for both parties throughout the duration of the assignment.

# Our specialties :

**General and site  
Management**

**Financial Management**

**Industrial Management**

**Human Resources**

**CIO/Digital/Data**

**Sales & Marketing  
Management**

**Transformation  
Department**

**Purchasing & Supply  
Chain Managemnet**

# *Consulting*

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## Consulting

*Understanding what drives  
your team and organization*

### Assessing potential and leadership

Competency assessment (individual,  
360° and collective, succession plans)

### Developing leadership

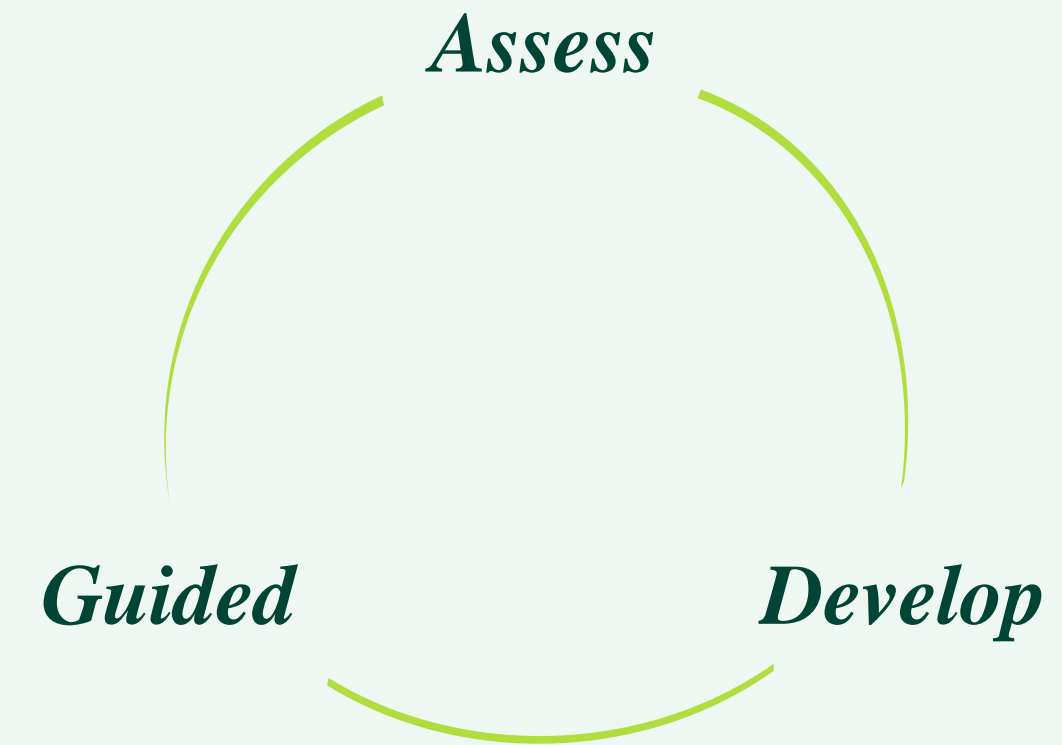
Leadership/coaching development program  
(practices & posture), coaching through transition,  
change and on-boarding

### Supporting and transforming organizations

Organization audit and consulting in change  
management



# Understanding what drives your team and organization



# Our *commitments*

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**Signatory  
of the Diversity  
Charter**



**Membre of Syntec  
Conseil  
Recrutement**



**RGPD** AGORA Search & Consulting guarantees the unconditional confidentiality of the data, raises awareness and trains its teams on the subject



**Membre of the l'AESC** AGORA Search & Consulting respects the Code of Professional Practice guaranteeing rigorous quality standards : trust, credibility and security



# *Agora Collective and Individual good Practices (CSR) : Our teams are Committed*

**Full digitalization**

**Mentoring**

**Involvement in associations**

**Work organization :  
face-to-face / remote QWL**



# Our *key figures*

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# Constant *evolution*

**100**

*Missions per year*

**18**

*Consultants  
& Researchers*

**40**

*Years of experience*

**200**

*Assessments per year*

**1979**

**Creation of Agora  
Search**

**2013**

**Integration to Penrhyn  
International**

**2015**

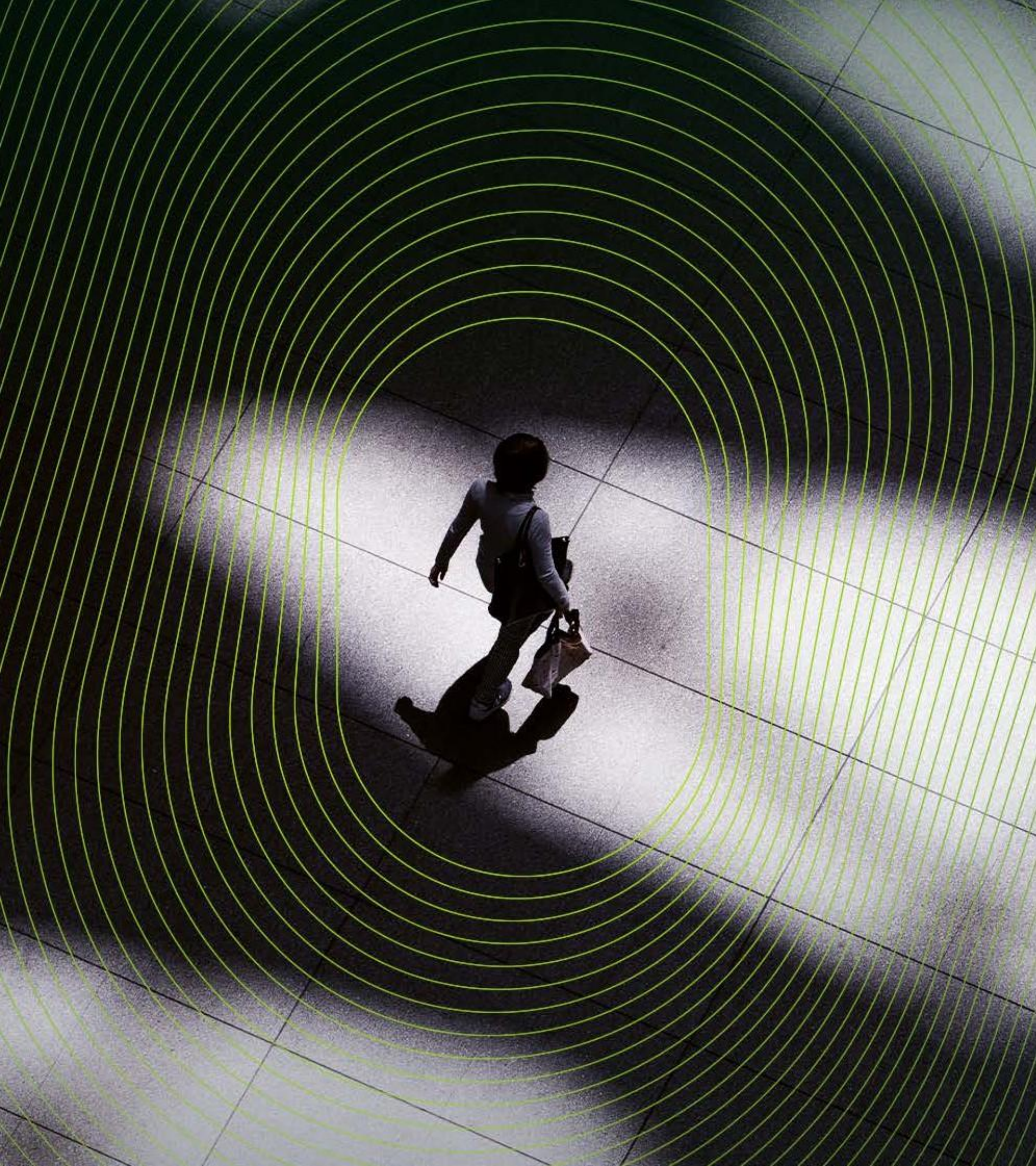
**Creation of Agora  
Human Capital**

**2021**

**Creation of Agora  
Search & Consulting**

**2024**

**Creation of Agora  
Transition**



# AGORA

| search

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