

“ *the purpose of money is to provide more opportunity to provide more service. Short-sighted business men think first of money, but service is really what makes or breaks a business; without it, customers soon go elsewhere.* ”

**Henry Ford**

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To be a  
**great**  
small company



## company background

At Town and Partners we have developed a long track record of working in close partnership with clients, creating innovative solutions through fresh thinking and a thought led approach but never forgetting that pragmatic delivery is crucial.

Our experienced and dedicated team offer so much more than a standard 'one size fits all' consultancy approach. As a truly integrated practice we are obsessed with providing clients with a bespoke service which exceeds their expectations, challenges fixed views and achieves sustainable growth both for themselves and the organisations they work for.

Pivotal to the effective delivery of any company's human resource strategy is the attraction and recruitment of the very best in professional talent. We pride ourselves in being at the very pinnacle of the Search and Selection industry.

We can also offer extensive expertise in the entire suite of complementary talent management and organisational development services. All delivered with the same tenacity, passion and integrity and with the same understanding that a brilliant result can still be a cost effective one.

## search & selection

We believe in taking a holistic approach to the task of recruiting the very best candidates. We take a detailed brief, leading to an in-depth understanding of the client company and prepare a bespoke solution to ensure a timely, cost effective and first class outcome.

Using the most pertinent candidate attraction techniques, whether that's powerful advertising, targeted search, e-media and quality networking, we then treat every individual with the care and consideration they deserve.

Working across a broad, retained client base we find, nurture and place the best of the best, who ultimately contribute to creating competitive advantage.

## interim

Organisations are making increasing use of the interim manager to fulfill a wide variety of organisational needs, whether to deal with an unplanned gap, a short term skills issue or to carry out a specific project.

We have placed interim managers in a number of key professional areas across a broad client sector base in General Management, Technical, Logistics, Finance, HR, Marketing and even in Business Development.

## leadership & development

Every organisation succeeds or fails according to the quality of its leadership and even in the twenty first century, some rely on recruiting or promoting talented individuals and then leaving them to work the rest out for themselves. They might as well ask them to swim Lake Windermere.

We have created challenging and comprehensive programmes, aimed at supporting organisations to achieve breakthroughs in behaviour which will release unknown potential and create great leaders and leadership teams.

## hr services

Working as a seamless extension of your own team but with the added benefit of impartiality and a broad range of external experience, we offer complete flexibility, adding substantial value without overloading your cost base. We take a menu driven approach, working with you to select the appropriate interventions to meet your needs exactly.

The savings of using such a service can be exceptional, helping you to avoid expensive legal action, keep better control over staff salary levels, improving retention, motivation and ensuring powerful working relationships with all groups.

## assessment

From the essential battery of psychometric tests to a complete assessment exercise we provide an extensive range of tools. Fully qualified and experienced testers use the extensive range of tests approved by Saville and Holdsworth and the British Psychological Society but have also developed their own bespoke products, working closely with clients to create one off cost sensitive solutions. These tools are extremely powerful in both recruitment and development.

## career coaching

We offer a flexible and supportive approach, listening carefully to the needs and requirements placed before us, before designing the right programme each and every time.

As well as covering all the tools necessary to execute a successful job search: CV appraisal and re-write; interview analysis; job search techniques and an introduction to psychometric testing. We also work through future career objective setting, impact assessment and unlocking the unconscious competencies. Remember - you can't get lost if you don't know where you're going.

