


PEOPLE BUSINESS
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inac

executive search
worldwide



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INAC - Executive Search Worldwide

INAC - Executive Search Worldwide is a formal network of independent companies present in 40 countries with over 71 offices.

INAC - Americas is the INAC-Global unit for the Americas. We decided to build this regional unit in order to be closely aligned with the organizational structure of our clients and thus serve them more effectively, whether they require services at a global, regional or local level.

INAC - Américas

INAC - Executive Search Worldwide is one of the world's first and most innovative associations of independent search and selection practices. Its global network of selection firms is committed to providing immediate recruitment advice and assistance, wherever it is required.

Member professionals, all seasoned executives with solid reputations in their own countries, are highly experienced in meeting the increasingly complex needs of an international client base. Search firms are only invited to join INAC if they have worked with existing members and demonstrated that their expertise and concern for clients matches the organization's exacting standards of integrity and competence. This selection procedure is one of the cornerstones of INAC, and continues to ensure the high quality of service provided to clients.

Historia

Founded in Europe in 1992, INAC - Executive Search Worldwide was incorporated as an association in 2001. INAC, as the grouping is commonly known, offers international executive search services and advice to clients throughout the world. From a small group of visionary firms, our network has become one of the leading independent search networks in the world, with 71 offices in 40 countries.

INAC members are committed entrepreneurs, dedicated to bringing the best quality service to their clients wherever a need may arise. As all clients know, just because they are satisfied with the service provided by their domestic headhunter, they will not necessarily obtain the same quality if they use a member of the same group or organization abroad.

From the beginning, INAC decided to solve this problem by selecting only those partners who share the same dedication to excellence and to staying close to clients, both of which are essential factors in succeeding with a search. As INAC has grown, partners in different countries have worked with colleagues from elsewhere, both jointly on assignments and in the seamless transfer of a client from one country to another. In this latter case, consultants with in-depth knowledge of any given client always stay involved in the assignment, even when it is taking place on the other side of the world, so that clients are certain that they will receive the quality they are used to at home.



Philosophy

Thanks to this Group-wide transparency and the complete transparency towards our clients, we run a smoothly-oiled system operating with few overheads. Communication among members is vital within our organization. We regularly meet somewhere in the world twice a year for two days (General Assemblies) to hammer out policies. These meetings also provide the opportunity to cultivate the relationships between member practices and to further our understanding of operating methods and local conditions in other cultures. These meetings are followed up by regular telephone conferences and regional meetings where a group of partners examine specific issues and agree on action plans.

In short, INAC is – and wants to continue to be – an open, progressive search association, with the capacity to solve our clients' problems anywhere in the world. INAC counts on each individual country member to enforce our philosophy and for the organization itself to fuel its own development in line with client expectations. It also counts on regular exchange with its clients to continue to adapt to their needs and to bring them lasting solutions.

CLIENT'S RIGHTS

LOYALTY

We feel part of our client's team, so consequently our client's organization is off limits to us in future searches.

CONFIDENTIALITY

All documents and information will be classified depending upon their degree of confidentiality. Confidential items will be protected and appropriately handled according to strict procedures and processes.

INTEGRITY

We commit to complete any project in its entirety, on time and to the highest quality. We never give up in the face of a challenge.

COMMUNICATION

Our clients are entitled to receive clear, prompt and accurate written progress reports.

PROFESSIONALISM

We provide solutions with the highest standards of competence, rigor and quality.

CANDIDATE'S RIGHTS

PARALLEL IMPORTANCE

Our candidates are as important to us as our clients, therefore we value them in exactly the same way.

EQUAL OPPORTUNITIES

We take action to consider minority groups and evaluate every candidate with objectivity and fairness. We actively encourage diversity in everything we do.

CONFIDENTIALITY

Candidates can be assured of our discretion. Their authorization will always be sought for references and background checks.

FEEDBACK

We will keep our candidates fully apprised of the progress of each recruitment exercise.

INTERVIEWS

Our candidates deserve and receive interviews which are punctual, organized, and objective.

INAC - Executive Search



1 Defining the candidate profile 2 Search process 3 Selection process 4 Final stage 5 Post-selection guarantee

Meeting with the client to carefully define:

- Position, area, responsibilities, mission, objective, context, organizational hierarchy and interfaces
- Professional experience, academic background and personal characteristics
- Salary and benefits

→ Search for potential candidates in own database and in databases of international partners

→ Research at higher education institutions and business schools (post-graduate, MBA)

→ Head hunting in market sectors, in accordance with the particular search characteristics

→ Preparation of a list of potential candidates to be contacted

→ Personal, confidential interviews with pre-selected candidates, evaluating their personal and professional backgrounds and their skills and abilities, in accordance with the characteristics of the position

→ Verification of résumé information and references

→ Presentation to the client of a brief report on candidates selected by INAC

→ Interviews with the client

→ Meeting with client to analyze the candidates presented

→ Identification of the finalist candidate

→ Final negotiation of salary and benefits

→ Formal proposal to the selected candidate

→ Follow-up and support until the candidate begins working at the company

→ Ongoing communication to monitor the performance of the newly-hired candidate

→ INAC works to ensure that both the client and the candidate are satisfied with the new labor relationship

Off-Limits

Professionals working for active clients and those executives that have already been placed in a company through our services are excluded from INAC selection processes.

We consider an active client to be any company that has contracted our services in the last 12 months.

Privacy

We pledge to treat all information and documentation relating to and received from both professionals and the client as strictly confidential.

INAC Argentina | Pratt Pinet



Esteban Calvente

Founding Partner – Managing Director

Mr. Calvente holds a degree in International Trade from Universidad Argentina de la Empresa (1987) and a post-graduate degree in Human Resources Management from Universidad Austral's IAE Business School. His previous professional experience includes Sud Petrol Argentina and the Ministry of the Economy's National Trade Promotion Agency.



Claudia Soldani

Partner at Pratt Pinet since 1999
Senior Recruiter since 1993

Ms. Soldani holds a degree in Operating Research from Universidad Católica de Argentina (1983) and a post-graduate degree in Organizational Analysis from Universidad de Buenos Aires (2001). Her prior work experience includes Acindar S.A. Ind. Arg. (steel industry) and the ArcelorMittal Group. Ms. Soldani also has experience in Organization and Methods.

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INAC Brasil | Passarelli



Laís B. Passarelli
President and Founding Partner

Ms. Passarelli holds a degree in Psychology, Sociology and Anthropology from Universidad de São Paulo and a Masters in Professional Careers from USP's Social and Labor Psychology department. She has held executive positions in financial institutions and technology companies. In 1991, Ms. Passarelli founded Passarelli Consultores. She is also Vice-President for Expansion and a member of the management team of INAC - International Network of Associated Consultants, an international association of independent consultants specialized in executive search and selection in five continents and over 40 countries. She has worked in this field since 1986.



Roberta Giuliano
Partner

Ms. Giuliano holds a degree in Psychology, as well as a specialization in Marketing from the Getúlio Vargas Foundation in São Paulo (FGV-SP). Her prior work experience includes executive positions at companies such as Microsoft and Motorola. She is currently a partner at Passarelli, where she has worked since 2004. Ms. Giuliano has focused on the Human Resources field since 1997.

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INAC Colombia | Talent Partnership Colombia



Santiago Silva Betancourt.

Partner

Economist of the Universidad Externado de Colombia with a specialization in Banking and Finance at "Istituto per la Ricostruzione Industriale" of Italy. He has received specialized training in the United States and Colombia related to human talent management, reengineering, strategy and process optimization. Before joining as a partner of TALENT PARTNERSHIP, Santiago worked at Korn Ferry International as head of Ecuador for 3 years. Thirteen years for consulting firms (Arthur Andersen as Manager in Colombia and Deloitte & Touche as Responsible Consultant for Ecuador) and Vice Chairman of Grupo Financiero Popular for 3 years.



Francisco Silva Betancourt

Partner

Professional in Finance and International Relations at the Universidad Externado de Colombia with studies in insurance at The Chartered Insurance Institute in UK and Social Security at the Rosario University. He has over 15 years of experience in national and international public and private sector in marketing and sales, finance and social security consulting, banking, telecommunications and communications. He has been adviser on social security for the ISS, the Banking Superintendence of Colombia and Ecuador, the Ministry of Finance and Public Credit, Trust Division Manager at the Financial Group of the Country in Guatemala, Director of Administration and Finance and Commercial Director at Atento Telefónica of Spain, founding partner of call center companies, telemarketing, delivery and alternative advertising in Ecuador and Colombia and Advisor to the Ministry of Communications on the postal issue in Colombia.

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INAC Ecuador | Talent Partnership Ecuador



Patricio Crespo

Partner

Industrial Psychology at the Universidad Católica del Ecuador. Pursuing graduate studies in Business Administration - Senior Management Business School. Universidad Francisco Vitoria, Madrid – Spain. Before joining as a partner in TALENT PARTNERSHIP, he worked five years as Human Resources Manager for Oleoductos Crudos Pesados OCP Ecuador S.A., 4 years as General Manager OED consultant (Organizational Development). Representative for Ecuador from the Colombian Consultancy Firm PSICOMARKETING. Entrepreneurship Education Project Coordinator. UTPL. Vice President Human Resources Grupo Financiero Banco de Préstamos. Representative for Ecuador from the Colombian Consultancy Firm PSICOMARKETING. Entrepreneurship Education Project Coordinator. UTPL. Vice President Human Resources Grupo Financiero Banco de Préstamos. Regional Human Resource Manager Conticorp Group. Banco Continental. Chief of Staff International Bank (BANINTER) and Diners Club of Ecuador. Workshops and seminars INDEG Instructor in Human Development. Instructor Diplomas in Human Management, Universidad Técnica Particular de Loja.

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INAC EEUU | SSA Executive Search International

Susan F. Shultz *President*



Susan F. Shultz is President of SSA Executive Search International/INAC, which recruits and structures boards of directors for public and private companies and recruits C-level executives. Ms. Shultz is also CEO of The Board Institute, Inc. which improves boards through a suite of scientific, web-based, independent, and accredited evaluation and education solutions.

She authored *The Board Book*(AMACOM), has been featured in the *New York Times*, *Wall Street Journal*, *Business Week*, *USA Today*, and numerous other media. She has also spoken at the Business Roundtable, the Economist CEO Forum in Tokyo, and the Advanced Director Symposium, UCLA, among many other CEO gatherings. She is a member of the Council on Foreign Relations, NYC, serves on various boards, and chaired the Phoenix Committee on Foreign Relations for 16 years. She was the Legislative Assistant for The Hon. William E. Brock. BA, University of Arizona, government, and economics; George Washington Univ. all core graduate work in international/economics.

INAC Mexico | Strategic Talent



Angeles Madrigal
President and Founder Partner

Bachelor degree in Business Administration in the National Autonomous University of Mexico, Qualified in organization and Re-engineering process, Certified in Competences Interview Methodology by DDI, in SEL, Insights and Assessment as a Talent Evaluation Consultant. She has 18 years of experience in Human Resources, she occupied executive positions in Human Resources in Financial institutions and 10 years in headhunting companies in Recruitment and Selection of Top Executives. She has worked with Corporate clients in the IT industry, Consumer Goods, Financial, Pharmaceutical and Services. She founded Strategic Talent in 2007.



Nancy Ramírez
Partner

Bachelor degree in Organizational Psychology in the ITESM Campus State of Mexico, a Master degree in Human Resources Management in Paul-Valery University at Montpellier, in France. She is certified in Competences Interview Methodology by DDI and in evaluation and personnel development tools like Insights, SEL and Five Factors. She has 10 years of experience in the Headhunting business, in Recruiting and Selection of Top Executives in different industries. Nowadays, she is Partner in Strategic Talent, responsible for the Strategy and Quality Assurance for local and international projects, also in charge of the definition and generation of new services.

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INAC Perú | AB



Sergio Borasino

Partner

Mr. Borasino holds a MBA from INSEAD France and a Bachelors' degree in Business Administration from the Universidad del Pacífico. His has over 11 years of professional experience in Peru, Mexico, Venezuela, Chile and Argentina with leading companies such as Procter & Gamble and Reckitt Benckiser in Europe. Mr. Borasino also has over four years' experience at AB - INAC and over six years in personnel selection and skill-based interviews.



Víctor Vignale

Partner

Mr. Vignale is an electronic engineer with a post-graduate degree in Business and Marketing from UCLA. He has over 11 years' professional experience in telecommunications and technology in marketing, sales, finance, legal and human resources in various Latin American countries and in companies such as Nokia- Siemens, AT&T, IDT, Telmex and Alcatel. Mr. Vignale has over three years' experience at AB - INAC and over four years in personnel selection.



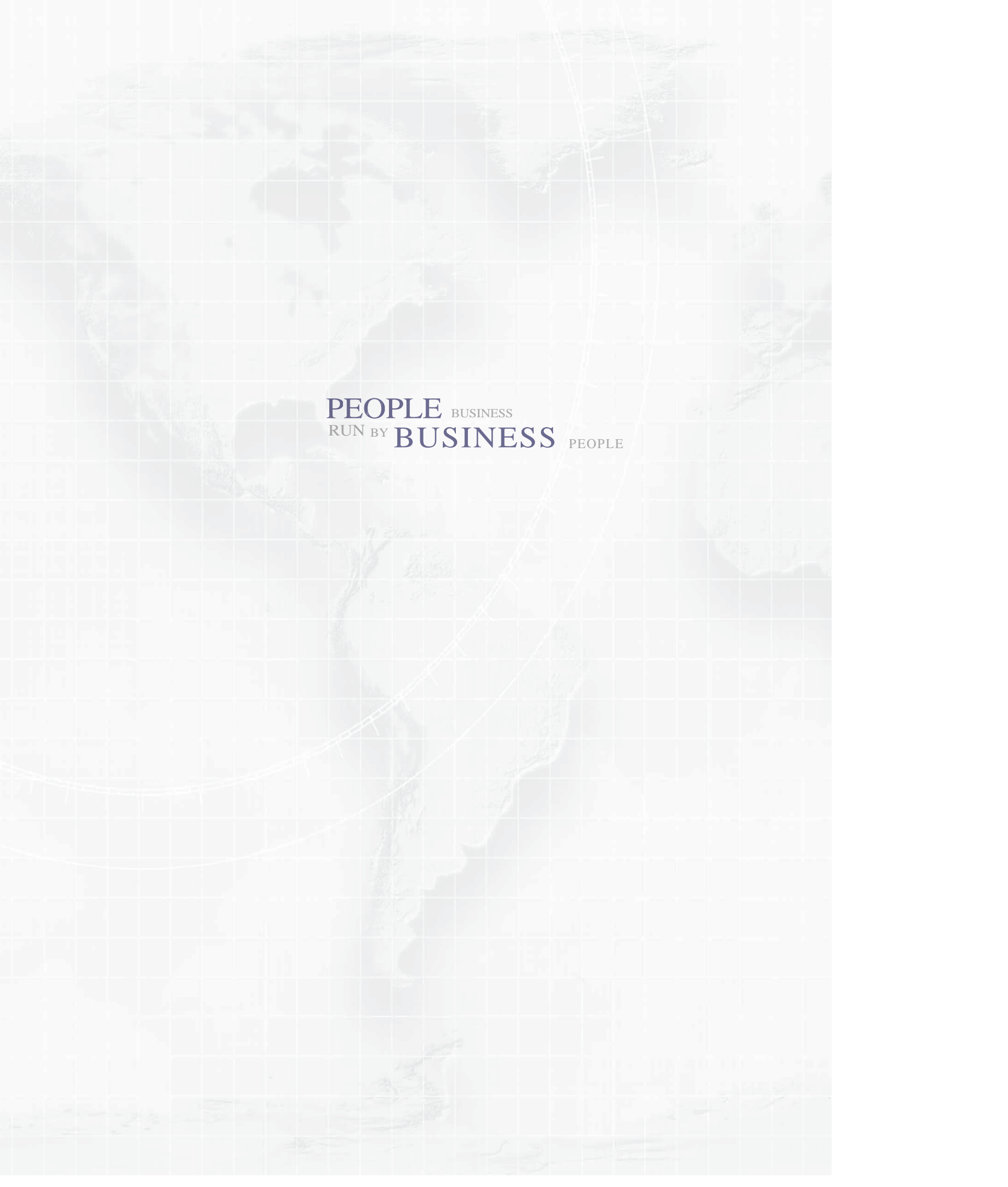
Ana María Rivero

Founder Partner

Ms. Rivero holds a Bachelors' degree in Business Administration and an MBA from Universidad de Lima. She has over 25 years' professional experience in consumer products, publicity, journalism, textile production, the food and beverage industry, market research and financial services, as well as 18 years with AB - INAC. She holds a certification in skill-based management systems from the Martha Alles consultancy institute (Buenos Aires, Argentina).

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