



Nice things people have said...

## Talent Management

“Our initial involvement with Eugene stemmed from a need to improve our recruitment and selection processes. We were about to embark on a period of sustained growth and change in our business and Eugene was instrumental in helping us establish more robust processes to ensure that we would recruit and retain the best people. This included the use of psychometrics and a greater emphasis on structured interviews. After successfully filling a key Operations Manager’s post in our fastest growing product group, we retained his services and in subsequent years he has filled a variety of posts at different levels in our manufacturing, technical, sales, marketing and HR functions, including the appointment of a Human Resources Director.

Eugene has delivered on 20+ assignments we have put his way and he has developed a strong understanding of our business and its needs. His assessment and judgement of candidates is extremely accurate, and we made good use of this by having him attend shortlist interviews with myself and the rest of the senior leadership team. His opinions on who to finally appoint have helped to inform our final decisions and been greatly valued by all of us. He is very thorough, always keeps us updated throughout the process and I am delighted to recommend him to any organisation looking for a recruiter that will go the extra mile!”

**Giles Salt, Managing Director**

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“Eugene was recommended to me by a colleague a number of years ago, and since our introduction I have worked with him on numerous UK and European searches. What keeps me coming back to Eugene is the simple fact that he has always delivered to me the right candidates. He spends quality time up-front scoping out every detail of my expectations and the specific requirements for the role, ensuring that he fully understands the context in which the candidate will be working.

Based on his many years of experience and current market knowledge, Eugene also provides useful insight and perspective on the current climate, how best to position the search and what some of the hurdles might be that will need to be worked through. Once the context is clear Eugene will keep in touch on key matters and provide regular, honest updates on progress, so you are never wondering how the campaign is going. I have high standards, and clear expectations of what I want to happen during the search and Eugene has displayed great flexibility in terms of providing what I need, and balancing this with his experience for what makes sense in the current market. I have worked with him on searches for Manufacturing, Engineering, HR, Sales & Marketing and Science professionals at various levels”.

**Dean McKenna, Vice President, Global Human Resources**

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“We chose **LOOKOUT!** on the recommendation of one of our Group Board Directors. Their brief was to undertake a search for a Managing Director and a Sales & Marketing Director for two of our business units serving the Automotive sector. Despite an extremely tight deadline we were presented with a number of high calibre candidates that both met our requirements and demonstrated their in-depth knowledge and understanding of our sector. Their appraisal of the candidates was spot on and it was obvious to me and my colleagues that the candidates had been very well briefed prior to the shortlist interviews. Throughout the assignment **LOOKOUT!**'s communication with us was first class and the regular progress reports were very reassuring. I would have no hesitation in either using them again or recommending them to any organisation seeking to appoint senior personnel”.

**John Simpson, Managing Director**

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“We have commissioned Eugene to recruit for a number of different positions within our company over the last 12 years. Most recently he assisted us in recruiting a UK Sales Manager. This was a key role for the growth of our business and it was therefore important that we undertook a thorough screening and interviewing process. I am delighted to say that Eugene lived up to expectations in providing an extremely professional service. He was thorough in his approach and provided, after extensive interviewing, a number of quality candidates. Of the five we interviewed we chose one who has proved to be most successful.

The investment we made was the right one to ensure that our time was not wasted in undergoing the recruitment process. It also saved us time & money by allowing us to continue to work within, and focus on our business and then make a decision based on well presented facts. I can thoroughly recommend Eugene and would not hesitate to use his services in the future”.

**Chris Hopkirk, Sales Director**

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## Research & Insights

“The POWER-GEN Europe Confidence Index was a new and highly successful initiative which we launched last year to coincide with the POWER-GEN Europe exhibition and conference. The report was very well received by our stakeholders from the European power and renewables market. **LOOKOUT!** did a fantastic job in designing, developing and producing the report for us and we therefore had no hesitation in re-appointing them to lead and manage the project again for us this year.”

**Glenn Ensor, Managing Director, PennWell International**

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“The Great Science Share (the inaugural event of which took place in 2016 as part of Manchester’s year as European City of Science) is about inspiring, engaging and involving children in science. SEERIH commissioned **LOOKOUT!** to undertake an external evaluation of the impact of the 2017 Great Science Schools’ Share event. Their team delivered a very professional evaluation report, all deadlines were met, and we had a real sense that they were dedicated to delivering a high quality project. Communication throughout the project was excellent and working with them was a great experience.”

**Dr Lynne Bianchi, Director, SEERIH**