



Video Transcript

## **Executive Headhunters vs. Executive Search Consultants — and Why It Matters**

Hi this is Dave Arnold of Arnold Partners and here are a few thoughts on the word “headhunter.”

What do you think of when you hear the word “headhunter”? Search is an adventure. It’s almost always an adventure. But the headhunter analogy, I think it does a disservice to the executive search practice. You don’t want to hire a headhunter, you want to hire a search consultant.

An executive search consultant is a management consultant who specializes in the identification and evaluation of talent. An executive search consultant does a complete mind meld with his client to find out the nuances in the company, the strategy and the needs of the executive hire.

An executive consultant actually cares about his candidates, cares about his candidates’ objectives and skills and where they’re taking their career. Then couples that with the client’s needs and makes a match of lasting value.

A “headhunter” uses a spear and a club to subdue his target. Or he looks for a weak target, But really, he’s just there for a short-term result. And doesn’t really have anybody else’s objectives in mind.

Hey look, if I’m at a cocktail party, I don’t mind being called a headhunter. I think it’s kind of funny. But the word doesn’t belong in the executive realm.

If you’re looking to do an executive search, you want to hire an executive search consultant who considers himself a management consultant first. You don’t want to hire a headhunter. You want someone who is going to care about lasting results that is going to create value for you and your company.

Happy searching!

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