



LAYCOCKWILLIAMS
EXECUTIVE RECRUITMENT

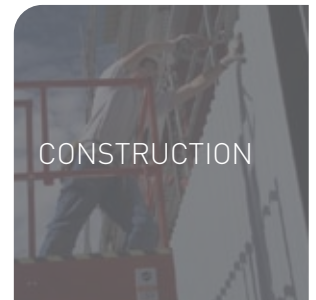
WELL CONNECTED

NEWSLETTER

0844 800 0822

Spring 2008

Laycock Williams is an Executive Recruitment consultancy specialising in the recruitment of middle and senior management personnel within the Property and Construction sectors across the UK and Europe.



THE PEOPLE CHALLENGE

For most organisations, attracting and retaining the right people is critical to the long-term success of the business and central to its ability to grow, to create value and meet stakeholder expectations.

Understanding how to attract talent with the right skills and attributes to build successful teams is at the core of most HR strategies.

All employers compete in a "relatively small talent pool" often failing to meet their expectations and often having to compromise on quality to meet resourcing demands. In some cases, there is a need for lateral thinking to identify an individual who at first sight is not an obvious fit but who has the core qualities and skill-sets to make the transition to fulfil a key role.

From a recruitment consultants perspective understanding the employer organisation, its vision, ethos, ambitions and character; having a good insight into its potential, areas of opportunity and growth; understanding its business model, markets and customers; how the organisation is perceived to potential employees are all key factors that contribute to identifying and securing the right people.

For all sorts of reasons, most recruitment consultancies fail to invest sufficient time in understanding their clients and as a result when it comes to the crunch, opportunities and deadlines are missed!

Laycock Williams does things differently. We bring a far more intelligent approach to recruitment.

We are focused on two key business sectors Property and Construction and we engage with our clients with the aim of gaining a thorough understanding of their business, their aspirations, and their issues and through a close "partner style" relationship we deliver better people. Our approach is professional, proactive, transparent and committed.

Our aim is simple; to be more strategic, to deliver more effective solutions and to manage and deliver people in line with the operational plan, underpinned with a thorough recruitment selection process.

The company is co-founded by Phil Laycock and Richard Williams with the support of David Jennings.

DIRECTOR PROFILES

Phil Laycock MCIBSE FFB

Director

- 9 years in the finance sector dealing with developers and occupiers
- 13 years experience of Executive recruitment within the Property & Construction sector
- Prior to Laycock Williams has held Director roles with ESA (Executive Selection Associates), MC2 and Hays Executive
- Has worked across a wide range of sectors within the industry
- A member of CIBSE, fbe and the Worshipful Co. of Constructors
- Chairman of the Forum for the Built Environment (fbe) since 2005



Richard Williams BSc Hons FFB

Director

- Earned an Honours degree in Urban Estates Management
- 6 years as a Commercial Property agent with Edward Symmons and CB Hillier Parker
- 8 years recruitment experience in the Property sector
- Prior to Laycock Williams was a Director of Macdonald and Company
- Fellow of the fbe



David Jennings

Chairman

- Chairman of Movers and Shakers property networking forum (founded in 1996) with over 300 corporate members in London and the South East
- Managing Director of Business Vantage (founded in 1996)
- Former Director of Salisbury Consulting Group (inc ESA)
- 30 years experience in marketing and has held senior positions within the construction industry



Check out our new website...
www.laycockwilliams.com



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