



Worldwide Demand for Senior Executives Still Expected in 2012

Strong in the US but weaker in Europe and Asia

Forty-three percent of industry professionals surveyed predict that executive search activity will increase in 2012 over 2011, with the greatest sector rise expected in Energy/Natural Resources followed by Health Care/Life sciences and then Manufacturing.

When asked about their general outlook for 2012, global results showed that 37% held a positive view while 49% were neutral – though with more optimism in the US when singling out regional data.

Peter Felix, AESC President, commented: “It is no surprise that the outlook for this year in terms of demand for senior executives should be less optimistic than at the same time last year, given the economic turbulence of the past six months and the continued pessimism surrounding growth rates in China and the EU. Nevertheless it is most encouraging to see strong demand expected in the United States and in sectors such as Energy, Health Care and Manufacturing, which have remained positive throughout the past several years.”

The emerging markets continue to show the strongest need for executive talent with China set to witness the greatest shortage in 2012, followed by Brazil and then India.

Felix continued: “At any given point in the coming years we can expect to see a serious gap between the demand for executives in emerging markets and their supply, based upon any sensible evaluation of the practical issues involved. Any one of the major emerging markets could consume available surpluses of interested executives from the developed countries if they were ready to both motivate their interest and organize themselves so as to exploit the potential of these executives and be able to integrate them into their own cultures and organizations. However, this is not going to take place overnight and considerable skill and foresight will be needed to help bridge the talent gap. We continue to be optimistic that our profession will be called upon to help find solutions to these very demanding recruitment and leadership development challenges.”

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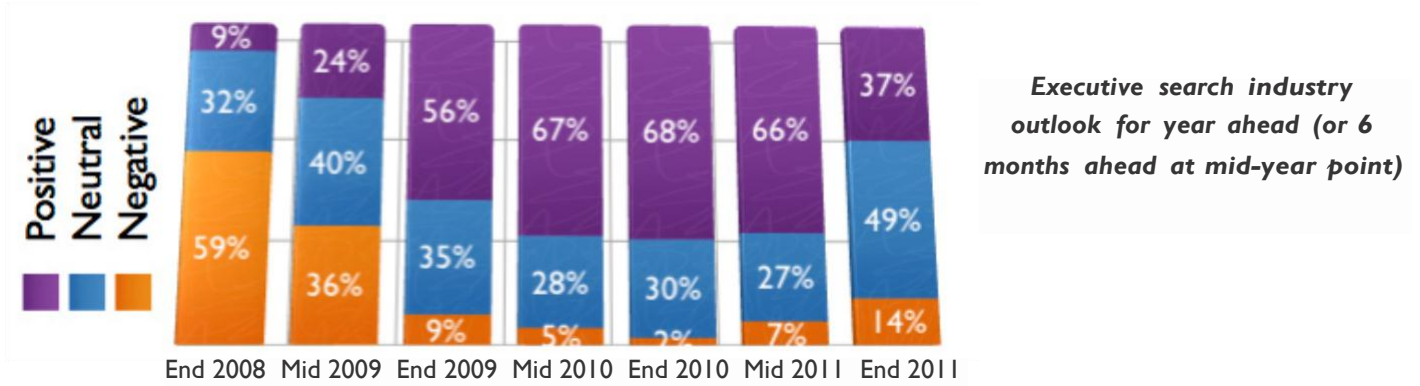
Executive Search Industry Outlook

Global average - Executive search consultants held a more cautious industry outlook for 2012 than they did for 2011 with 37% positive, **49% neutral** and 14% negative. ~ Pictured below ~

Regional variance - Americas: **Positive 55%**, neutral 45%, zero negative.

EMEA: Positive 24%, **neutral 52%**, negative 24%.

Asia Pacific: Positive 32%, **neutral 48%**, negative 20%.



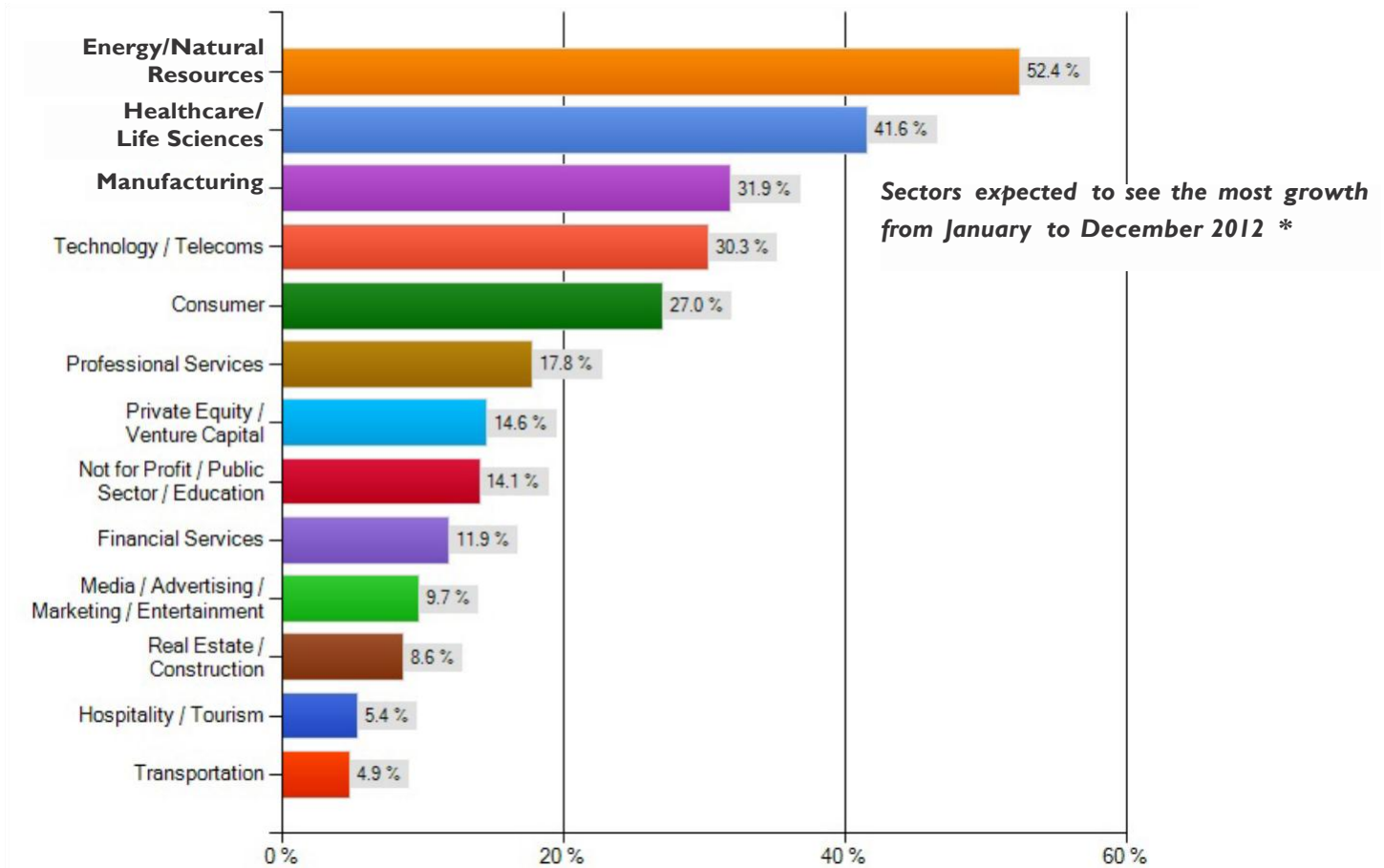
Predicted Sector Growth, January - December 2012

Global average - The **Energy/Natural Resources**, Healthcare/Life Sciences and Manufacturing industries are expected to see the most growth in 2012. ~ Pictured below ~

Regional variance - Americas: In third place came Technology/Telecoms (31%), instead of Manufacturing.

EMEA: In line with global average results.

Asia Pacific: First came Energy/Natural Resources and Manufacturing, equally (46%). Healthcare/Life Sciences was voted third (41%).



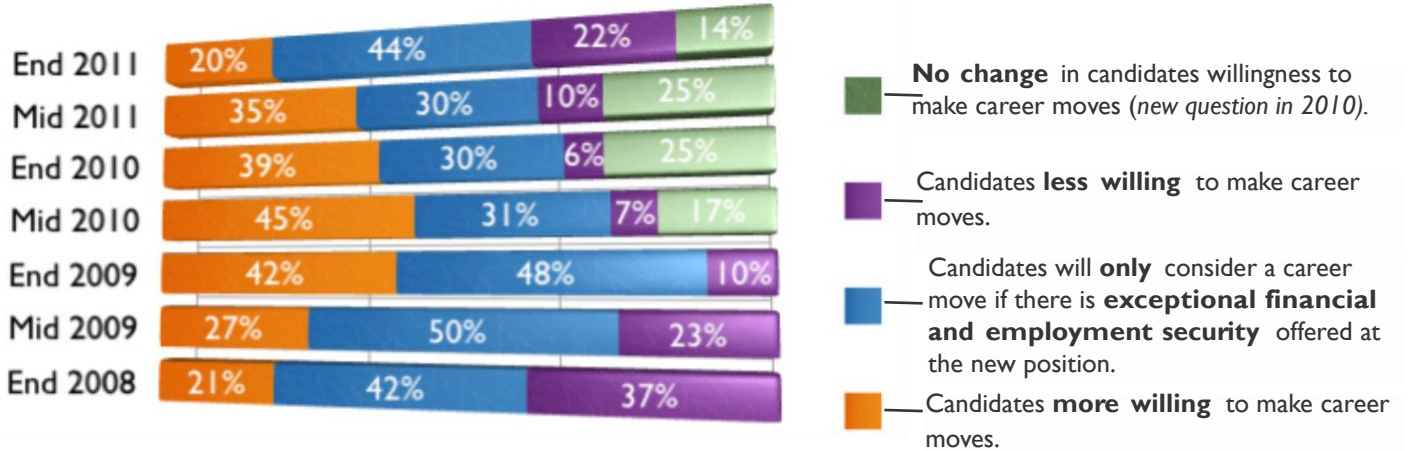
* Respondents asked to select top three choices

Willingness to Make Career Change

Global average - Looking ahead to 2012, 44% of executive search consultants surveyed believe that candidates will only consider a career move if there is exceptional financial and employment security offered at the new position, while 22% predict that candidates will be less willing to make career moves in 2012 than they were in 2011. ~ Pictured below ~

Consultants in the Americas showed more optimism: 35% predicted that candidates would be more willing to make a career move.

Predicted willingness of candidates to make career moves in year ahead (or 6 months ahead at mid-year point)



Motivation for Career Change, 2012

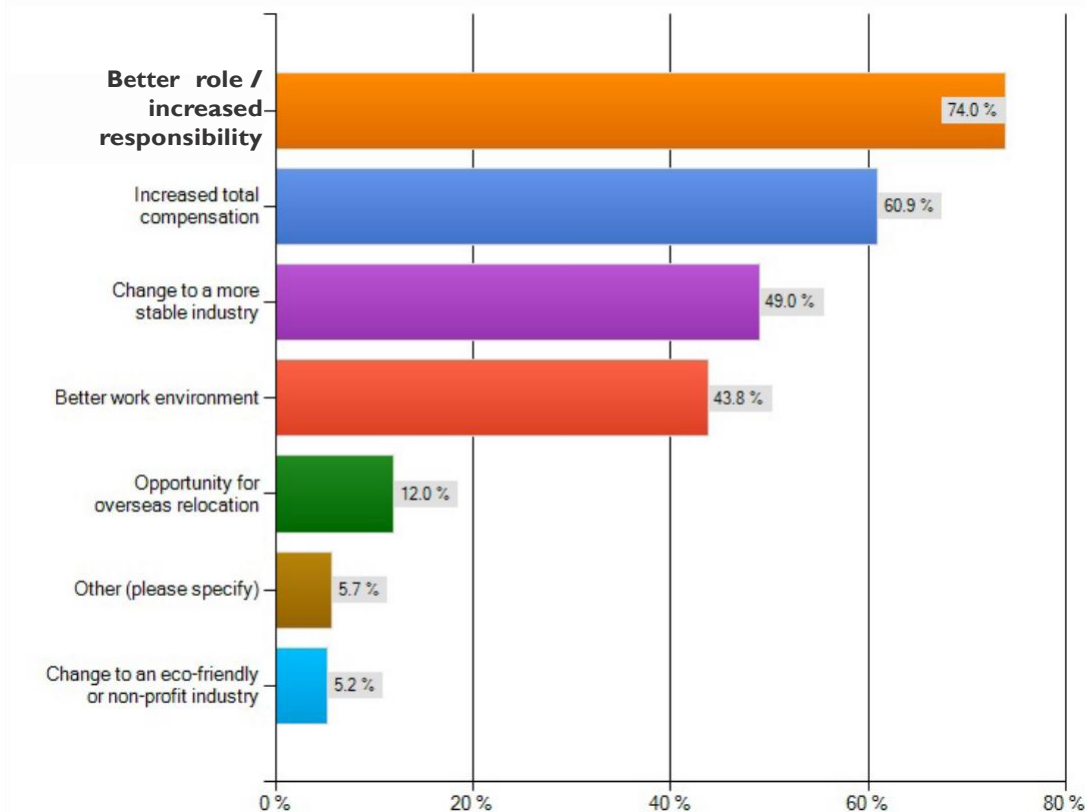
Global average - 74% of respondents believe that a better role and increased responsibility will most encourage senior executive career change in 2012. ~ Pictured below ~

Regional variance - Americas: A better work environment was rated as the third most important benefit (50%).

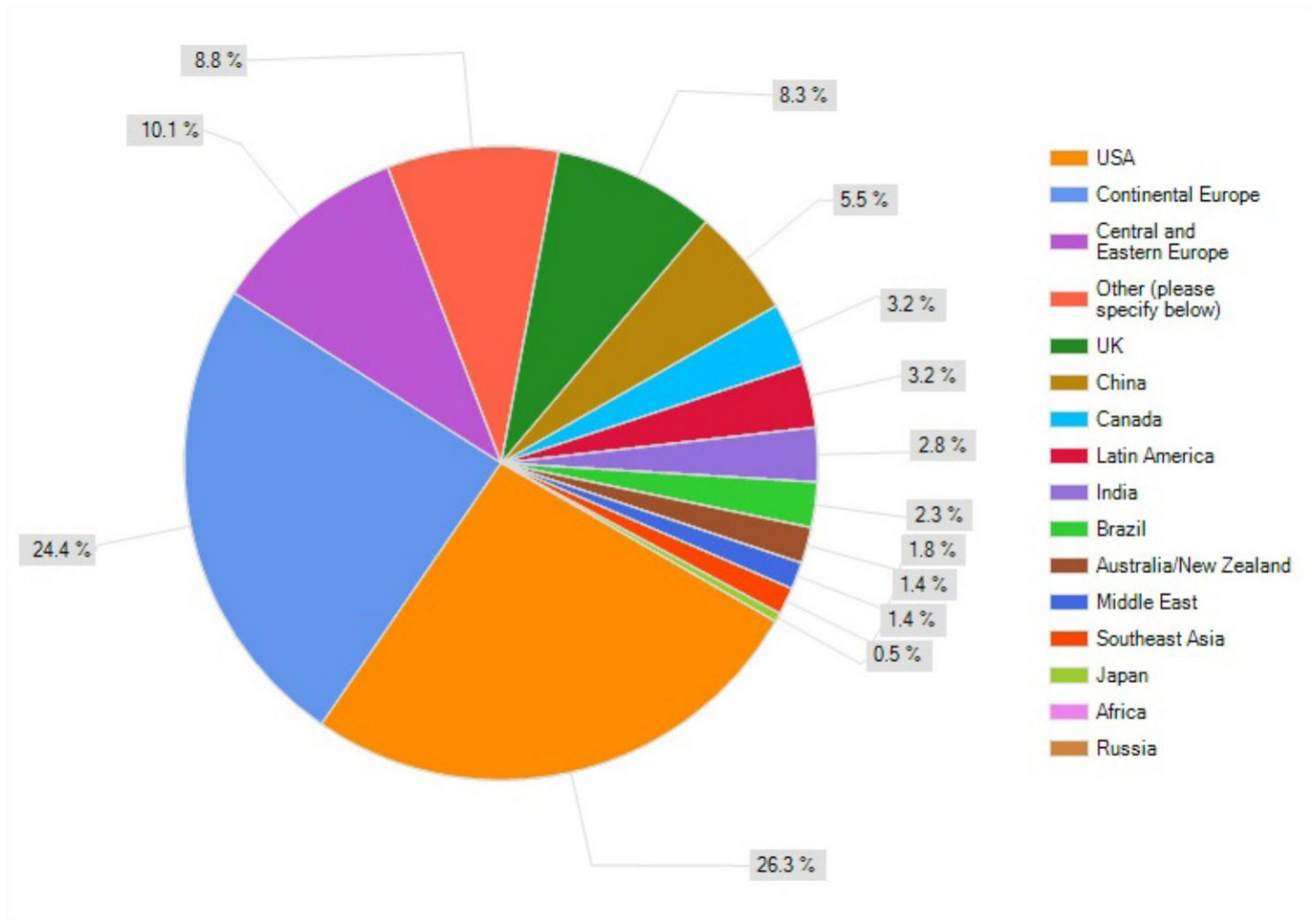
EMEA: A change to a more stable industry was rated as second priority (54%), followed by increased total compensation (51%).

Asia Pacific: In joint third (52% each) with equal importance were a better work environment and a change to a more stable industry.

Benefits to most entice senior executive mobility in 2012 *



* Respondents asked to select top three choices



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