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**Vikram Chaudhary**

**‘We ensure clients get a complete picture of the candidate they are going to hire’**

**SUMMARY:** *Jyorden T Misra is a founding member and managing director of Spearhead InterSearch, a specialised executive search consulting firm focused on senior executive and board level hiring.*

Jyorden T Misra is a founding member and managing director of Spearhead InterSearch, a specialised executive search consulting firm focused on senior executive and board level hiring. In an interaction with FE’s Vikram Chaudhary, Misra talks about the increasing relevance of companies such as Spearhead in today’s globalised environment.

Excerpts:

We live in an increasingly networked world ...

Yes, in a world where connecting up with one another is just a click away, we have put ourselves in line of danger of eroding many dimensions of human qualities that otherwise arise out of personal interface. Technology brings people closer but also creates the inevitability of missing out on key pieces of human interaction for which physical presence is required. At Spearhead, we are conscious of the fact that there are some gaps technology cannot bridge. It is here that our biggest strength lies. The practice of diving deep to understand, assess and engage with a wide cross-section of professionally experienced executive leaders is the realm where we dwell and excel.

What processes has Spearhead brought about as far as recruitment is concerned?

While we have embraced technology with all its convenience and benefits, we have not eroded the foundation and fundamental value base of our firm, which is to ensure that our clients get a complete picture of the candidate they are going to potentially hire.

Please share the recruitment trend witnessed by India Inc?

Executive search has been around for just 15-odd years in the country, but has evolved quickly. India is still not a very mature market for retained executive search that has been more actively used by MNCs, but several companies are beginning to see better value to their hiring results by using executive search firms, especially for board level and CXO hires. Independent recruitment firms have discovered that joining global networks makes it easy to recruit globally.

How do you reach out to global Indians who might be looking to work in India?

We’ve a well-structured programme to connect with the 30-million strong Indian diaspora. Apart from a proactive platform to engage with this important section of the

talent market, we share live information with our clients on the available and emerging talent trends in the world of global Indians, which enhances options for a company looking to hire top talent.

How does Spearhead InterSearch compliment the retention of leadership strata for various companies?

Attrition normally follows the structure of the pyramid with attrition levels in percentage terms tapering off as it moves upwards. But from an impact point of view, the percentage values get inverted, i.e. the quantum of loss experienced in losing an able senior executive goes well beyond the statistical depiction of the organisation's general rate of attrition. Hence ensuring a stable top results in a steady ship. Whilst we may not be contractually obligated to ensure long innings of candidates we help hire into client organisations as there are actions beyond our control in an organisation, given the intrinsic nature of our involvement in recommending potential candidates, we are taken to be morally linked for the success/failure and stability/productivity of the hired candidate.