



 **ELAN**
INTERNATIONAL
EXECUTIVE SEARCH

OVERVIEW

Legal Entity:

ELAN INTERNATIONAL Srl

www

www.elaninternational.it

Offices:

Via Durini, 26
20122 Milano

Other Branches

- 1) Lungotevere dei Mellini, 35
00163 Roma
- 2) Galleria degli Scrovegni, 7
35121 - Padova

Founded in:

2003

Capacity and Philosophy:

Capacity:

- 1) Sector-specific competences.
- 2) International Exposure.
- 3) On-going innovation of methodologies.
- 4) Capacity to compete in terms of timing / costs / quality.

Philosophy:

1) Identity: Elan International is an Executive Search company which focuses its resources on the delicate process of search and selection of Managers and Executives in the fields of industrial, commercial, banking and service enterprises.

2) Mission: Products and markets, capitals and organization are fundamental for companies. But even more decisive are the people in charge of an organisation. It is the people who determine the success of a company and Elan International seeks out Human Resources with the most appropriate skills to reach corporate targets.

3) Aims: The primary aim of Elan International is to start a true partnership with the Client Company to find the most appropriate candidate for specific company requirements. Its main instruments are:

Analysis of the strategic, organisational and economic contexts of the companies which operate in the competitive arena of interest for the client company.

Evaluation of individual skills by using the latest methodologies.

4) Values: For Elan International, the main value is represented by its commitment to the best solution for the Client. In pursuing this value, it acts with moral integrity, commitment and the ability to listen to customers' needs.

Elan International considers the candidate a partner, on a par with the client.

It has thus adopted an ethical code approved by Network INAC, which also visually puts the Client and Candidate at the centre.

5) Key Success Factors: The success factors Elan International considers in its activity are the classic Key Success Factors provided for by the Project Management: timing, costs, quality. "Upstream" insight of sectors, industries, and territories allows for rapid start of the search process. Thanks to its flexibility, the company is able to offer products in line with the market requirements, while ensuring maximum accuracy in terms of direct search, evaluation and assistance.

In-depth search, the range of mappings, and steady commitment to solving problems are a guarantee of superior quality, as corroborated by the number of assignments successfully carried out and repeat business.

Management:

CEO: Giuseppe Cristoferi

International Presence:

We operate in over 40 countries through the dedicated INAC Network.
We operate in Europe through our Milan offices.

Services:

R.A.M. (Research - Assessment - Mappings)

- Research: Based on the Client's needs, the company sets up an action plan with well-defined operating stages.

We start from the knowledge of the company and its pertaining sector, and then we define its position and profile. Then starts the research process, using all the available national and international sources, and systematically privileging direct search.

In search activities devoted to an international target, Elan International is able to directly manage all phases in Europe. For targets more linked to a single country, Elan International makes the most of a consolidated network with long experience, used to working in close collaboration with the Client Company and Elan International.

- Assessment: Assessment of Top Managers and Talents able to hold important positions in autonomy and with an entrepreneurial spirit is carried out by Elan International using the latest and most innovative methods (Executive Intelligence).

Assessment for Middle Management is carried out with consolidated and validated tools, by means of both external and in-house certified professionals.

The two summary boxes illustrate the survey areas for TOP Management and the process steps for the selection and development assessment.

- Mappings: Mappings, as well as being an indispensable element within each search activity, often represent a service in itself, based on the Client's needs.

They may focus on the study of the competitive environment, or an organizational analysis of corporate organizations, or even a survey on Human Resources according to task, salary, skills or other parameters.

Mappings can represent the initial step of a search activity (scouting) or a side activity in the framework of a consolidated relationship with the Client.

The synoptic table illustrates the different options.

Main Clients:

Our client base includes the most important Italian-based enterprises in sectors such as: FMCG, Pharmaceuticals, Banking, Fashion, Media and the most prominent subsidiaries of International corporations in the fields of ICT and Industry.

Contacts:

CEO: Giuseppe Cristoferi (Pharmaceuticals and FMCG)

Partners: Daniele Brioschi (Industry)
Costanza di Pietrantony (ICT)
Anna Toniato (Fashion)
Tania Terrazzani (Banking)
Barbara Targa (Triveneto)
Ezio Ferrara (Rome and South)
Guido Pace (Plants)

