



scopeworks

Executive search, Management & Consulting

Scope works 4 you!

Who are we?

Scopeworks is an international search and advice bureau which focuses on executive search, interim management and consulting. Our office is located in the Netherlands, from where we offer our services worldwide.



Your partner for executive search, interim management and consulting.

Successful organizations have one thing in common. They all have a clearly formulated vision, mission and strategy. They also have clear core values and know their strengths. But they excel the most in competence, motivation and the power to perform.

And it is in those aspects that Scopeworks has gained many years of experience and is successful. Scopeworks will be glad to help you realize your goals in three crucial disciplines:

- *Executive search*
- *Interim management*
- *Consulting*

At Scopeworks we will help you to continually improve your turnover and performance, to recognize your challenges and to translate it into a future-proof strategy.

In short, from vision to reality!

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Executive search

For executive search Scopeworks focuses on finding the best candidates to key positions for our clients. At Scopeworks we gained a lot of experience because we ourselves have been active in senior management positions with small-, medium- and large enterprises. Through our broad international experience, we did not only built a strong network of relationships but we built also practical experience which we can use to strengthen the business of our customers. Scopeworks guarantees finding the right candidate for every key position with our clients.



Interim management

The demand for interim management gets bigger every year. The reason is the current economic climate. Organizations increasingly need to achieve higher results at lower costs. Growth not only brings more revenue but also along with it, investment risks. Scopeworks assists its clients with these issues in order to make the best choices available to support a sustainable growth strategy.



Consulting

Consulting is a broad concept. The market is flooded with consultancy agencies it is often quite a quest to find the right agency. Finding a consultant is in many cases a personal matter. Scopeworks offers the solution for her clients. We work together with experienced partners and are always able to select a good match for you.

“The main thing is to keep the main thing the main thing.”

Executive search

Trust

Our approach is based on trust. Trust towards our clients and to our candidates. The process is often delicate, personal and confidential. Trust is strongly embedded in our Company Core Value Rules (CCVR). Our CCVR's are; Trust, Personal and Simplicity. It goes without saying that we will never disclose any information with 2nd or 3rd parties without consent of our clients and candidates.

Flexibility and decision-making power

We at Scopeworks are exceptionally flexible. We are able to respond quickly and efficiently to the needs of our clients. Big agencies often have "off-limits" issues which makes the decision-making process unnecessary long. We manage our projects in such way, that we can give full attention to ensure a successful completion within the required timeframes.

Customer-oriented

Service, service and service! We say what we do and do what we say. Scopeworks understands like no other, that you as a client may expect that we respond quickly and resolutely to your needs. We do this in such way that we try to continuously surprise you and exceed your expectations. This means we do not only provide you with the best available candidates or career opportunities, but our services go much further. We offer; Talent acquisition, Talent management and a Recruitment Back-Office. This is what we think our clients should and would expect of a clear and direct approach.

Embracing new ways of thinking

We are strongly convinced that the world of executive search or "headhunting" is changing rapidly. This is not only driven by new technologies and social media but more by the desire of both client and candidate to work with a trusted agency who is able to meet and exceed their expectations. Every day we at Scopeworks are working hard to grow our reputation. We do not only want to be competitive, we want to be a challenger in this marketplace. To do so, we need to constantly improve ourselves. This will keep us focused.

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Interim management

Knowledge and experience

Each assignment is different and has a customized design. To optimize results, we monitor the entire transitional period according to a pre-defined roadmap and goals.

First meeting

it starts with a first meeting with the contracting authority of our client by which we identify the needs. Clear goals will be formulated with the results to be achieved. Together they determine the scope of the project.

Followed by a 2nd appointment

During this 2nd meeting the customized plan is being presented by Scopeworks to the contracting authority of the client. After agreeing to the plan, Scopeworks and the client will formalize things in a agreement. This agreement contains; the initial mission, the objectives, resources, action plans, project planning, agreed outcome and mutual conditions.

The Interim-manager starts

The overall action plan and roadmap will be shared with interested parties and stakeholders. The operational plan is being implemented. The critical assessment of the existing situation and the preferred outcome of the organization is being presented.

Interim assignment begins

Operational management; The interim-manager begins his mission and ensures quick and good integration into the organization and its own position (role). He/she will keep the contracting authority updated of his progress by having monthly / weekly reviews. The review will show the progress on the successes, risks and progress related to the plan.

Completion of the assignment

Upon completion, a final report is submitted. This report shows the successful result of the assignment. The report also includes the final financial settlement. Any additional work has been specified and the final invoice will be send by Scopeworks.

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Consulting

Our approach is based on five principles that ensure a quality and timely execution of the contract. So we are able to quickly obtain the necessary insights that are decisive in achieving concrete results for our clients.

1. **Determining the demand**

We start with a thorough intake. The purpose of this intake is to obtain an image as clear as possible with regard to the required knowledge, data and information. This is necessary in order to determine the mutual feasibility and scope of the project.

2. **Result orientated**

Each approach is always focused on the timely achievement of the predetermined outcome of the project.

3. **Analyzing and creativity**

A thorough analysis is essential to achieve good results. However, only the analysis does not automatically lead to good results. It involves the interpretation of data and its translation into a concrete plan. Scopeworks will always provide a complete plan with a good understanding of the facts and results to be achieved.

4. **Involvement of the stakeholder**

The involvement of the stakeholder of the client is crucial. Not only in defining the assignment but also in the follow-up and monitoring of the project. The stakeholder also acts as a "sparring partner" for Scope Works.

5. **Pro-actief**

Our approach focuses on an active role of both contractor and client.

Active means that the people involved are part of the challenge and solution. Our responsibility does not stop at the observation and analysis but we are committed to have a contribution to the overall solution. To get results, we will not hesitate to confront our clients with challenging issues. This always in a respectful manner and with a sound advice and solution.

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