

News Release

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Epsen Fuller/IMD International Search Group's Tom Fuller Keynote Speaker at Global HR Conference

Morristown, N.J. (November 30, 2008) – Thomas J. Fuller, general managing partner of executive search firm Epsen Fuller/IMD International Search Group was the keynote speaker at the Hunt-Scanlon "Workforce Strategies for Global Employers" conference held at the Metropolitan Club in New York City. Hunt-Scanlon is a market leader in providing [human capital conferences](#) and senior-level symposiums for chief executives, human resource professionals, executive recruiters and industry analysts focused on human capital management.

Kicking off the event's opening night agenda, at which Andrea Jung, CEO of Avon, received the prestigious *Human Capital Advantage Award*, Fuller's presentation focused on how human resource execs can be strategic counselors to CEO's and the Board, as well as invaluable in meeting the business objections in today's demanding global marketplace. Fuller noted that to deliver value at the executive operating committee level, human resource professionals must build sustainable talent advantages to drive long-term business performance.

Highlighting results from EF/IMD's "The Changing Face at The Top" worldwide survey of the Global 2,000, Fuller noted that only 30 percent of survey respondents indicated that they have an identified successor in place for the top three roles of CEO, CFO and COO. Additionally, 78 percent of human resources executives responded that talent acquisition is more difficult today than three years ago; indicating an ever-shortening supply of top-level talent, yet only 42% indicated their own succession planning efforts were adequately addressing the issue.

In response to this seeming dichotomy, Fuller noted "the search profession must proactively engage with clients to further the talent acquisition and succession planning efforts of the organization through talent mapping, assessment of long-term business objectives and talent requirements, talent pipeline development and other strategic initiatives. It's extremely important to maintain open communication and ongoing dialogue with top management, even when there is no vacancy to fill. Prove your ongoing value by developing a long-term talent plan, as well as an emergency CEO succession plan, that offers both processes and solutions."

To conclude, Fuller recapped the importance of being a valued, strategic counselor and said, "Quite simply, your seat at the table, and how long you have it, is only as good as you how you choose to use it."

About Epsen Fuller/IMD International Search Group

New York-based Epsen Fuller/IMD International Search Group, www.epsenfuller.com, is the world's 14th largest retained executive search and consulting firm with over 150 consultants and 40 offices in 24 countries around the globe. With global reach and borderless search capability, Epsen Fuller/IMD conducts assignments for senior management talent in four industry verticals – technology and telecom, pharmaceutical and life sciences, consumer and media, and financial services, as well as in the functional area of CIO/CTO across all industries. The firm's *Performance Based Assessment*SM approach ensures superior talent acquisition for worldwide blue-chip client organizations.

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