



HUMAN CONNECTION & PERFECT SYNERGY
FOR EXECUTIVE EXCELLENCE



ROBYN MELTZ
EXECUTIVE EXCELLENCE

Company Profile



Hiring people is an art, not a science, and résumés can't tell you whether someone will fit into a company's culture."

- Howard Schulz

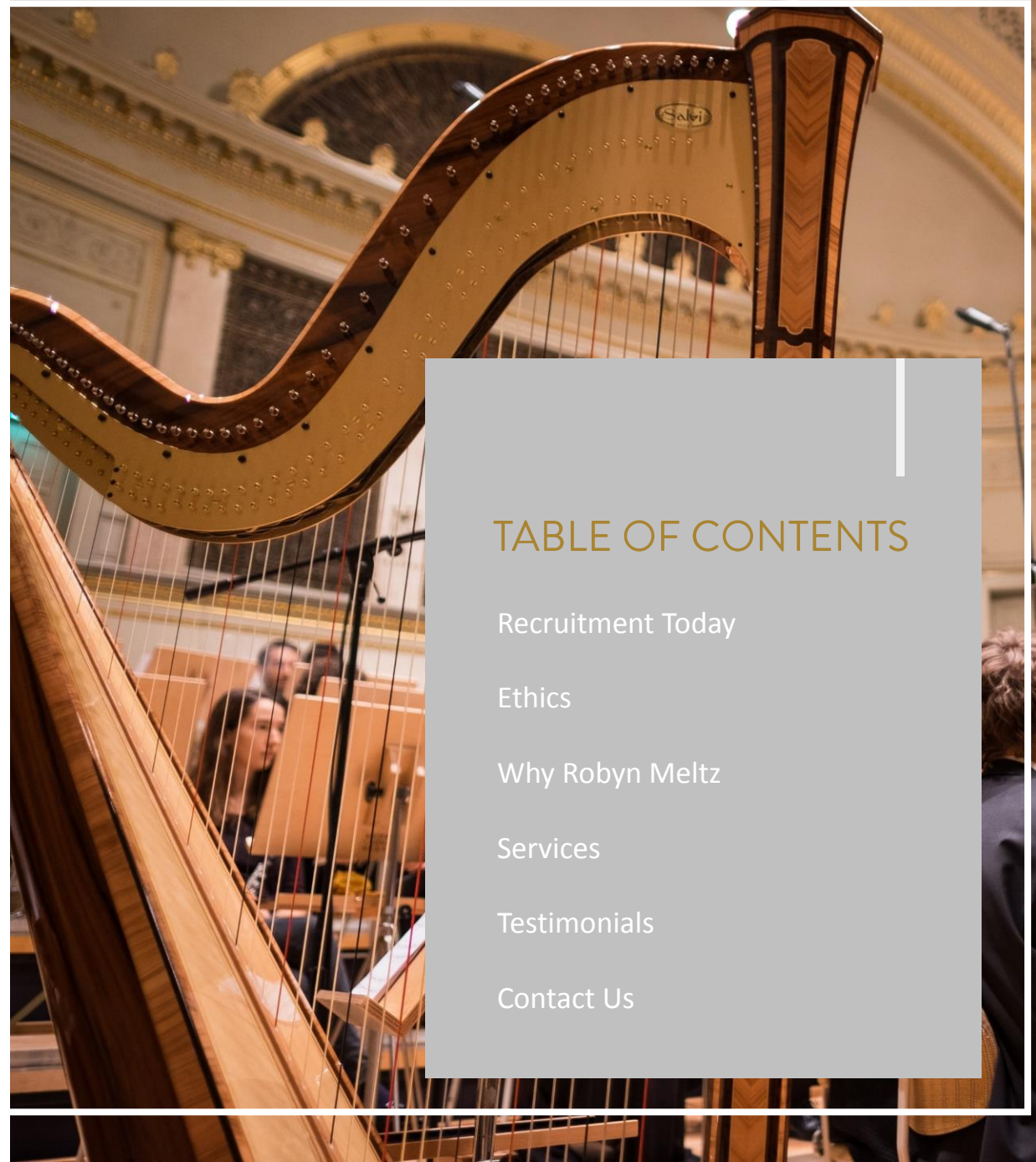


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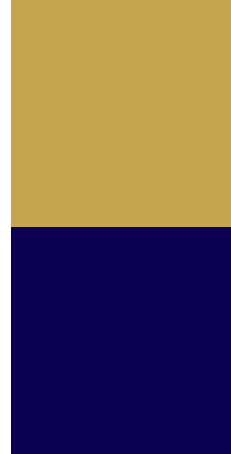
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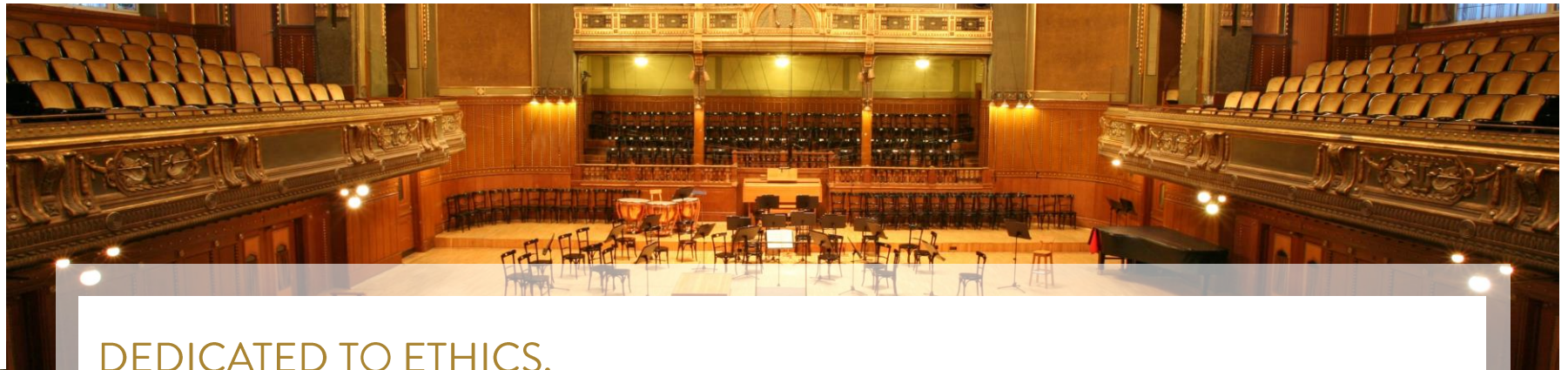
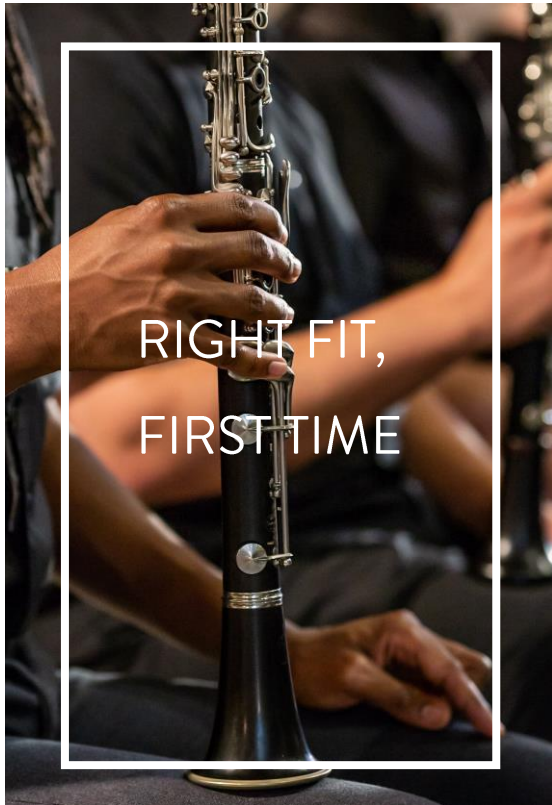
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THE RECRUITMENT CHALLENGE TODAY...

Time is a major consideration for organisations in today's constantly changing VUCA (volatility, uncertainty, complexity and ambiguity) world. Organisations need to move fast to stay ahead of the curve yet sacrifice time in trying to secure candidates. This means the hire may be the right fit for now but not necessarily for the future of the Organization, resulting in a higher turnover that damages the organisation in the long term. It's for this reason Robyn Meltz partners with clients to ensure Right fit, First time.





DEDICATED TO ETHICS, PROFESSIONALISM AND SERVICE

Our aim is to provide the 'Right fit' between Client and Candidate in their pursuit of Excellence. 'Fit' for us means the right person, at the right time, with the right credentials, experience, expertise and potential for the right client. It means the right opportunity to fulfill the candidate's individual needs, requirements and aspirations for his or her future development. 'Right fit' creates the synergy which yields excellence.

We bring the practice wisdom, skills and experience of many years in management, global industry, and executive search to a fresh, youthful venture. This enables us to be nimble and flexible in our response to the needs of Clients and Candidates.

Our focus is on Executive Search at the professional, management and executive level. In all our dealings, we are committed to a high standard of Professionalism, Ethics and Service.

Why Robyn Meltz

"Our professionalism is borne of many years at the coal face of industry, heading up complex teams and cultures, at the highest level of management."

PERSONALISED SERVICE

Robyn's aim is to provide the 'Right fit' between Client and Candidate in their pursuit of Excellence. 'Fit' means the right person, at the right time, with the right credentials. Robyn employs the best researchers and takes time to interview candidates personally to ensure right fit, first time.

GLOBAL MINDSET

Responsible within global roles, Robyn has worked with Tokyo, Singapore, Taiwan, Korea, the USA, South America and Europe, frequently travelling to these destinations, as well as to many parts of Africa.

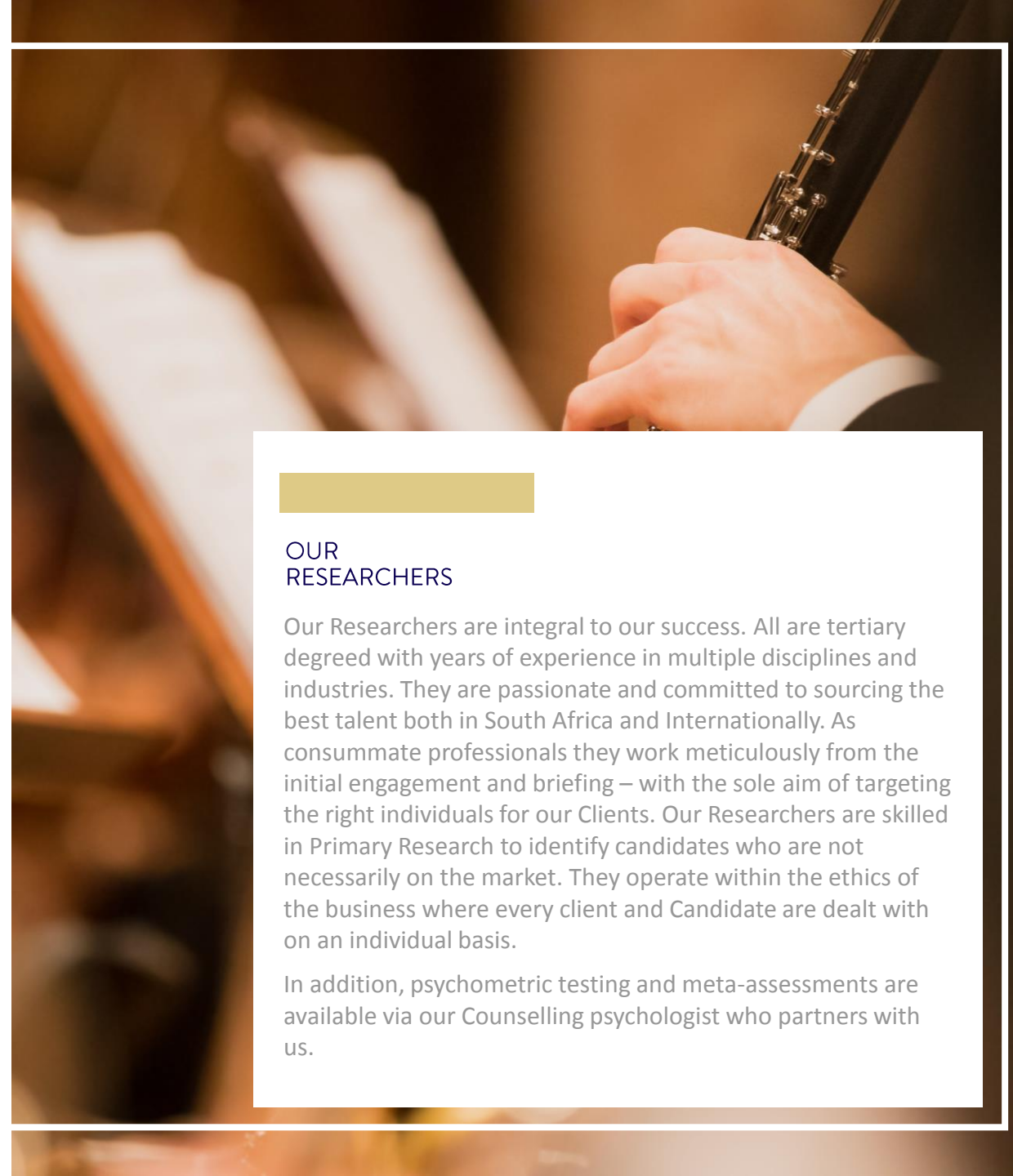
EXECUTIVE TRACK RECORD

Robyn's track record demonstrates her ability to place many senior executives and "Captains of Industry" in South Africa. Robyn has placed numerous executives including CEO, CFO, CMO, Supply Chain and Manufacturing Director, Chief Digital Officer, Head of Customer Care, Head of Internal Audit, CIO etc. in the past 24 years of practice.

OUR RESEARCHERS

Our Researchers are integral to our success. All are tertiary degreed with years of experience in multiple disciplines and industries. They are passionate and committed to sourcing the best talent both in South Africa and Internationally. As consummate professionals they work meticulously from the initial engagement and briefing – with the sole aim of targeting the right individuals for our Clients. Our Researchers are skilled in Primary Research to identify candidates who are not necessarily on the market. They operate within the ethics of the business where every client and Candidate are dealt with on an individual basis.

In addition, psychometric testing and meta-assessments are available via our Counselling psychologist who partners with us.



SERVICES

▪ OUR APPROACH TO EXECUTIVE EXCELLENCE

Robyn Meltz Executive Excellence operates across all geographical locations, both locally and internationally, and across all disciplines and industries.

Our concentration on the Right fit dictates that our modus operandi is tailor-made to each Assignment. Emphasis is on the quality of each "match". Our approach incorporates the following:

- We engage with Clients on a one-to-one basis to ensure that our knowledge of their particular industry, as well as their organizational needs and individual culture, is clearly understood. Important factors such as the complexity of a position, key performance indicators, time constraints, desired package, etc. are discussed. We prefer to meet with key executives at the Client's office to discuss the business environment, priorities and any important issues that affect the position.
- A detailed summary of factors such as the position, experience, qualifications and competencies for success is submitted to the Client for approval. When approved, this becomes the Document of Engagement for the Executive Search to proceed.
- Candidates are identified and sourced by various methods, including our extensive network and professional contacts. Where required advertising is undertaken in major newspapers, magazines, websites etc.
- We undertake the screening, interviewing and evaluation of candidates. We utilize behavioural interviewing techniques to identify best performers in terms of IQ, emotional intelligence, business shrewdness, and to predict future job performance. Successful placement is as much about technical fit as chemistry.
- Regular feedback and reviews on potential candidates are provided to the Client. Candidates are updated throughout the process.
- Thorough reference checking in respect of competencies is undertaken in person with the referees if possible. Full credit, criminal and academic qualification checks are undertaken, to verify the integrity of information. We are able to recommend and arrange psychometric evaluations, should these be required.
- We offer the facility for Client-Candidate interviews at our premises, thereby providing privacy.
- We facilitate the offer to the Preferred Candidate, and advise in terms of packages comparable in today's market.
- We maintain contact with the Client and successful Candidate post Placement, to ensure mutual expectations are fulfilled.

▪ COACHING

Professional coaching/consulting services in preparation for a Successful interview, and Consultation to help with the decision-making process for a particular job proposal and assistance with job proposal negotiations.

▪ WORKSHOPS

Re-assessing one's direction and journey in life - both Professionally and Personally is vital for a fulfilled and meaningful life and relationships. These Workshops are aimed at the professional, their Career and Emotional Self.



The background of the entire image is a photograph of a grand, ornate theater interior. The theater features a large, curved balcony with rows of seats, a stage with an orchestra pit, and a large pipe organ at the back. The ceiling is high and decorated with intricate patterns and several large, glowing chandeliers. The overall atmosphere is one of classic elegance and grandeur.

A TRIED AND
TRUSTED
APPROACH TO
EXECUTIVE
RECRUITMENT

**QUALITY
PRIMARY
RESEARCH**

**INTERVIEWS &
REFERENCES**

**PERSONALIZED
SERVICE**

**INSIDE OUT
APPROACH**

**KNOWING THE
CLIENT AND
CANDIDATE
INTIMATELY**

WHAT OUR CLIENTS SAY

Dear Robyn, this is a short note to thank you for your ongoing support and dedication to our organisation and brand. Even when you aren't working on an assignment, you continuously promote us to your candidates. You are relentless in trying to connect us with great people who you feel will further strengthen our capabilities. Your knowledge of the various industries and relevant candidates, and the way you meticulously present candidates have made the recruitment process very easy. You conduct yourself professionally, yet you value personal connection when the time calls for it - I appreciate this. Your passion for recruitment and sourcing is very evident, and we know you as a partner we can rely on.

MARCEL DU PREEZ /
HEAD OF PEOPLE OPERATIONS
FINANCIAL SERVICES

I have had the privilege of working with Robyn Meltz Executive Excellence for two years and the company is the epitome of excellence and professionalism. What differentiates Robyn Meltz Executive Excellence from other executive search companies I have worked with in the past is Robyn Meltz's passion for people and diversity. Robyn Meltz is able to entrench and understand the company's culture. This has enabled Robyn Meltz Executive Excellence to always bring talent that is "perfect fit" for us. I highly recommend Robyn Meltz Executive Excellence and would work and partner with the company any day.

DUDUZILE DHLADHLA / HEAD OF
TRANSFORMATION
FINANCIAL SERVICES

CONTACT US

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