

# Emerging cos take executive search route

Vikas Kumar  
NEW DELHI

**E**MERGING companies that were never on the radar of executive search firms, are now retaining them to find top-drawer talent that can help manage their furious pace of growth.

Suzlon, Strides Arcolab, VLCC, Triveni Engineering and, Rishabh Instruments are among a growing tribe of such companies taking to the executive search route. Global executive search firms such as Korn Ferry, Transearch and Executive Access, which almost completely depended on their multinational clients, are now seeing business from smaller companies in India grow.

"Emerging companies are 15% of our client base and growing. These companies are high on capital and ideas; the only constraint on their growth is availability of human capital," says Transearch's managing partner, Atul Vohra.

Echoes client partner at Korn Ferry's New Delhi office Ashutosh Khanna: "We have been

receiving a lot of small company mandates for their entire management teams. Over the past year, there has been a lot of interest from such firms, and we have done over 40 positions for them." Another search firm, Executive Access has worked on senior level positions for clients like Dr Lal's Path Labs and Rishabh Instruments, a Pune-based manufacturer of test instruments and industrial control products.

Executive Access India's MD Ronesh Puri says his firm is currently working on eight mandates from small and mid-size companies.

"Over the past 12 months, this segment as a percentage of our total business has more than doubled."

Companies in upcoming sectors such as infrastructure, telecom, pharma and IT, among others, offer faster track growth and the excitement of working in an entrepreneurial and dynamic culture.

"They're on a high growth trajectory, and want someone who can manage the complexities of growth, who've been there and done that," says Mr Vohra. While large multinational and Indian companies are preferred hunting ground for well-rounded talent, few actually make the cut, says Mr Khanna.

"Typically we look for somebody who can handle ambiguity well, and is also able to bring in some degree of entrepreneurship to the role; not someone who waits for the Asia Pacific head for guidance."

Prospective candidates, too, are not easily convinced about making a switch to a lesser-known corporate brand.

