

Colour balance....

There were many aspects of Carmichael Fisher's approach that impressed Kenth Eriksson, Managing Director for North and East Europe at Sherwin Williams. In fact, there wasn't anything he found that could have been done better.



"They have the right balance of information. We've used other companies in the past but I've never felt so confident about a recruitment firm before"



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Carmichael Fisher specialises in providing executive search services to international organisations around the world. Its offices in Europe, the Middle East, Asia and Australia, work in collaboration and this collective experience in cross border search and assessment is complimented by a deep knowledge and networks in the major industry sectors.

European Headquarters:

25 Old Broad Street, City of London,
EC2N 1HQ
Phone: +44 (0) 203 178 2630
Fax: +44 (0) 203 178 6016
Email: europe@carmichaelfisher.com

Future growth

Sherwin Williams have been responsible for coating your buildings, automobiles and aeroplanes for over a century and the company has been growing and adding to its talented staff. As business expands new people are required to raise awareness of the exemplary products and service offered. One of the positions that needed filling was a General Manager in Norway to improve their base in the country.

The specification for the candidate was incredibly detailed, as this arm of the company required a good manager with exceptional people skills. Someone who would work the current potential into future growth while maintaining a strong team underneath them. Mr Eriksson and Sherwin Williams wanted the perfect person, and were willing to spend the time looking for them.

"We wanted someone who was very sales orientated and was prepared to work hard and spend a lot of time with customers. We needed a Director to be very energetic and inspiring within the organisation," said Mr Eriksson. "It was going to be difficult to find someone who was genuinely interested in sales and customer meetings because there are a lot of people who want to be in management but only administrative. We wanted a combination of being a good leader and hunger for new sales."

Communicating candidates

Praise for the team at Carmichael Fisher came mostly in the form of the exceptional balance and quality of information. Mr Eriksson was impressed by the regular and concise updates the team provided and the bulletins filled him with confidence that the right person would be found quickly. He was right and attributes this speed to the accuracy of Carmichael Fisher in assessing potential interviewees.

"When we came to the stage of meeting the candidates we had very accurate briefings on the people and it was good to meet them – I was very well prepared by Carmichael Fisher to meet them. The descriptions we were given of the candidates matched all the impressions we got when we met them. They were right on!

"We've found someone now who is prepared to meet new people and work in Norway. He really likes the customer meetings and he gets energy from it and he can involve people."

Mr Eriksson expects their new General Manager, who matches all their criteria, to expand the business through customer meetings. The hunger and energy demonstrated by the perfect GM the team found suggest they will go far within the company. Carmichael Fisher yet again found that brilliant rarity that is the perfect fit and Mr Eriksson insisted that there is 'nothing in the process that could have been done better and that is very, very rare'.