



# Sales4Tomorrow Program Recap

Business Development Excellence in Action

Talentor<sup>+</sup>

# What Was Sales4Tomorrow?

A practical sales programme for the Talentor network, led by sales trainer Wolfgang Depauli

4

guided online sessions

53

participants

15+

partner organisations

## OUR FOCUS

- **The sales pitch:** clear, client-centred and differentiated.
- **Cold calling & cold emailing:** winning the first 30 seconds
- **Practical sales strategy:** targets, workflows and follow-up
- **Core sales basics:** the fundamentals, done right



# What Our Participants Told Us

4.44 / 5

Overall  
satisfaction

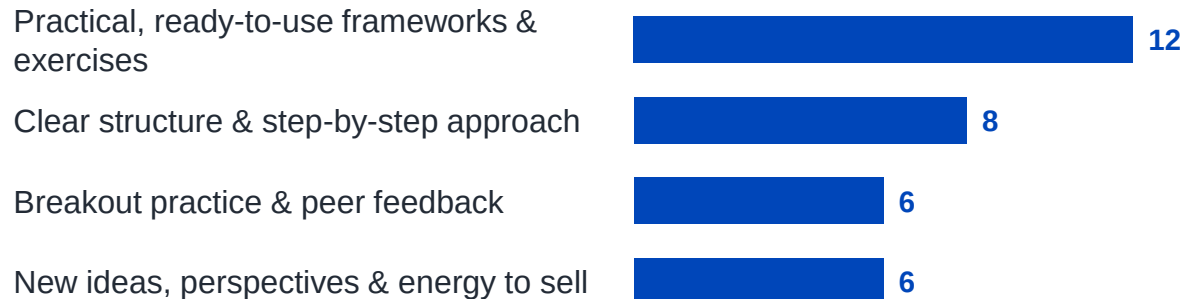
4.41 / 5

Likelihood to  
apply learnings

4.52 / 5

Likelihood to  
recommend

## What they valued most (mentions)



**Top wish:** more time in the breakout exercises (9 mentions)

## In their own words

*“Very practical. I used some of the things immediately. It gave me new energy to sell.”*

*“So practical; frameworks that actually are ready to use and support you step-by-step.”*

*“New ideas and approaches to customers, making you think about the daily things you do to get new clients and sharpening the ‘Sales Axe’.”*

27 survey responses · 93% likely to recommend · no negative ratings

# Key Concept 1: The Winning Pitch

## SESSION 1 • TIME TO PITCH



### The pitch in one sentence

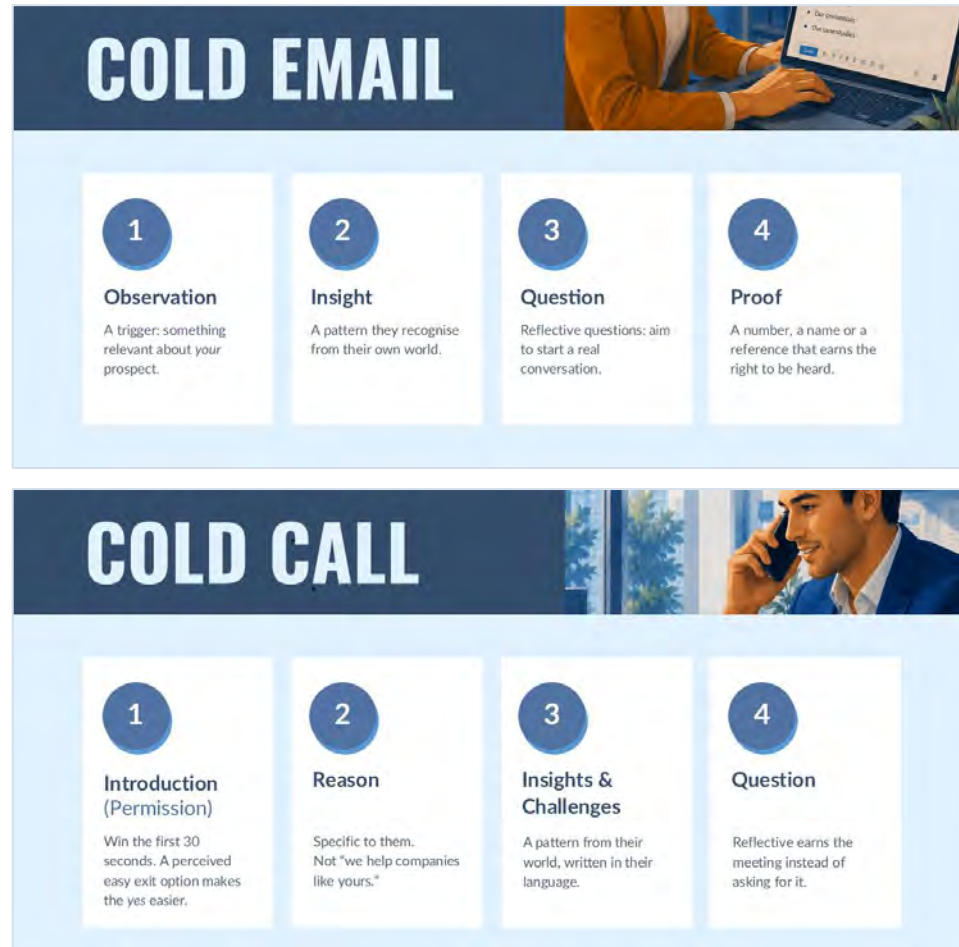
*[Best-fit customers] often face [core challenges] and have typically already tried [competitive alternatives]. We help them find / improve / save by delivering [unique capabilities] – which gives them differentiated outcomes.*

### Key takeaways

- 1 Start with the client**  
Best-fit customers and their challenges come first – not our credentials.
- 2 Know the alternatives**  
Name what they already tried, then show what we do differently.
- 3 Land the outcome**  
Faster hires, stronger shortlists, lower risk – in their language.

# Key Concept 2: Cold Email & Cold Call

SESSIONS 2 & 3 · BREAKTHROUGH OUTREACH



## Key takeaways

- 1 Win the first 30 seconds**  
Ask for permission – a perceived easy exit makes the “yes” easier.
- 2 Be specific to them**  
Open with an observation about their world, not “we help companies like yours”.
- 3 Ask, don’t push**  
A reflective question earns the meeting instead of asking for it.
- 4 Bring proof**  
A number, a name or a reference earns the right to be heard.

# Key Concept 3: Objections & Follow-up

SESSIONS 3 & 4 · FROM ONE TOUCH TO A SYSTEM



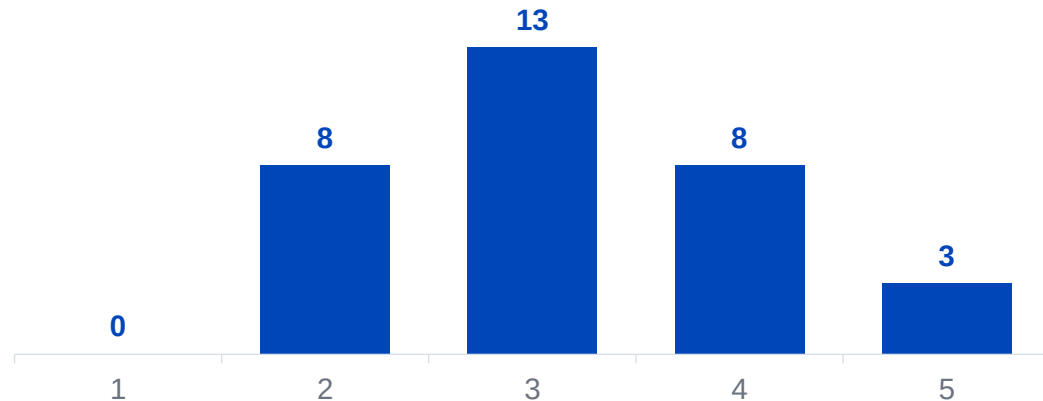
## Key takeaways

- 1 Acknowledge**  
Take the heat out. You don't have to agree – just show you heard it.
- 2 Question**  
Find the real objection behind the words they used.
- 3 Respond**  
Offer a reframe they can follow, not just another question.
- 4 Plan 8–10 touches in 14 days**  
Multi-channel and multi-contact – most replies come after the first outreach.

# Sales Skills: How the Group Rates Itself

## THE GROUP · SELF-ASSESSMENT

“How confident are you in your current prospecting approach?” (1 = low, 5 = high)



**22 of 32** spend three hours or less per week on prospecting

**16 vs. 12** LinkedIn takes the most time – referrals bring the best results

Session 4 survey · 32 responses

## EXAMPLE · FARIS · PEER EVALUATION, SESSION 4

|       |           |                    |
|-------|-----------|--------------------|
| Pitch | Cold call | Objection handling |
| GOOD  | MASTERY   | GOOD               |

### Strengths (Mastery)

- Confident, unhurried delivery
- Strong call opening: permission and reason
- Best-fit customer, alternatives and value in the pitch

### Next growth steps (Good)

- Sharper customer insight in the cold call
- Clarifying question and reframe on objections
- Clearer unique capabilities in the pitch

Rating scale: Mastery > Good > Okay > Missing

# A Message from Wolfgang Depauli





# Voices from Our Partners

Sales4Tomorrow in practice

Talento<sup>+</sup>

# Barbara Hansen

Talenter CZ · Czech Republic

UP NEXT

**How Sales4Tomorrow changed our sales approach in the Czech Republic**

## Highlights from the programme

- Committed to using the new pitch at least 10 times a week
- Talenter CZ pitch: 3rd place in the Session 2 pitch contest (7.5/10)
- Gold for both cold email (9.0/10) and cold call (9/10) in Session 3



# Main takeaways from the sales training

The entire Czech team participated, gaining renewed energy and motivation for our overall sales strategy.

## Key Takeaways:

- **Lead a True Dialogue:** Initiate and maintain an authentic dialogue where the client's specific needs are always the primary focus.
- **Keep the Pitch Concise:** Avoid oversharing when introducing our company. Focus strictly on facts, numbers, and our unique value proposition.
- **Thorough Pre-Meeting Research:** Gather as much concrete information as possible about the client's challenges, financial situation, values, and background prior to the meeting.

## What We Have Changed in Practice:

- **Our Pitch Strategy:** Shifted the emphasis entirely from us to the client.
- **High-Energy Follow-ups:** Increased energy and proactive outreach by utilizing a broader variety of contact methods.

# Our new pitch

We start with the client and his issues, add some experience or observation. Finish with short very informative description of our added value. Last part: we shoot the question.

Dear Milada,

*CLIENT'S STORY*

That sounds like a really good strategy to focus on the DACH market in your situation. And I understand that there is not much more potential for growth in the Czech market. Of course, the new BDM for the DACH region is an investment, but it should pay off very soon.

According to our experience, the German market specifically is very sensitive to the level of German. C1 might not be enough! For successful business, you need someone who sounds like a native with a German mentality.

We have focused on the DACH region since we are partly owned by an Austrian company. We have just placed a very similar role at Frontier Components and Saltek. We can present bilingual candidates to you within 2 weeks. You should count on a basic salary between 80,000 - 120,000 CZK/month.

For more details, it would be great to meet or have a call. When would it suit you?

*SHARING KNOW HOW*

*OUR RELEVANCE*

*SHOOT THE SUGGESTION: WITH NO WAY TO ESCAPE*

# It is important what is on your mind....

**Your thinking and attitude directly drive your sales success.**

Many people assume that inner thoughts stay hidden, but our mindset is always visible from the outside—it directly shapes our feelings, behavior, and body language. To succeed in sales, we must consciously maintain a positive and value-driven mindset.



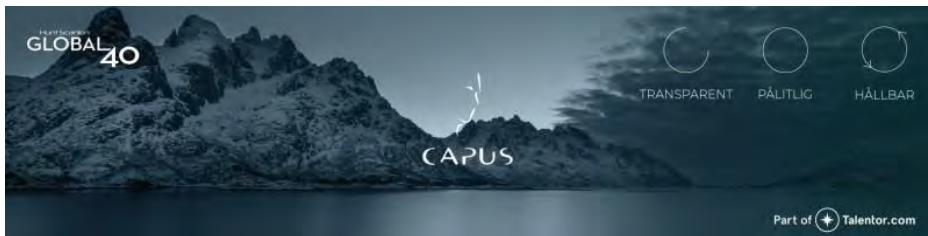
**Key Result:** Gained at least 3 new clients as a outcome of adopting a new pitch and more consistent and positive approach.

# Henrik Myllenberg

Capus Sweden

UP NEXT

Cross-Border Sales & Pushing  
International Opportunities



# Olfertjan Niemeijer

Independent Recruiters Netherlands

UP NEXT

Live Sales Training Q1 | 2026

What changed in sales outcomes?



# Sales training

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## Why

His practical approach

## Who

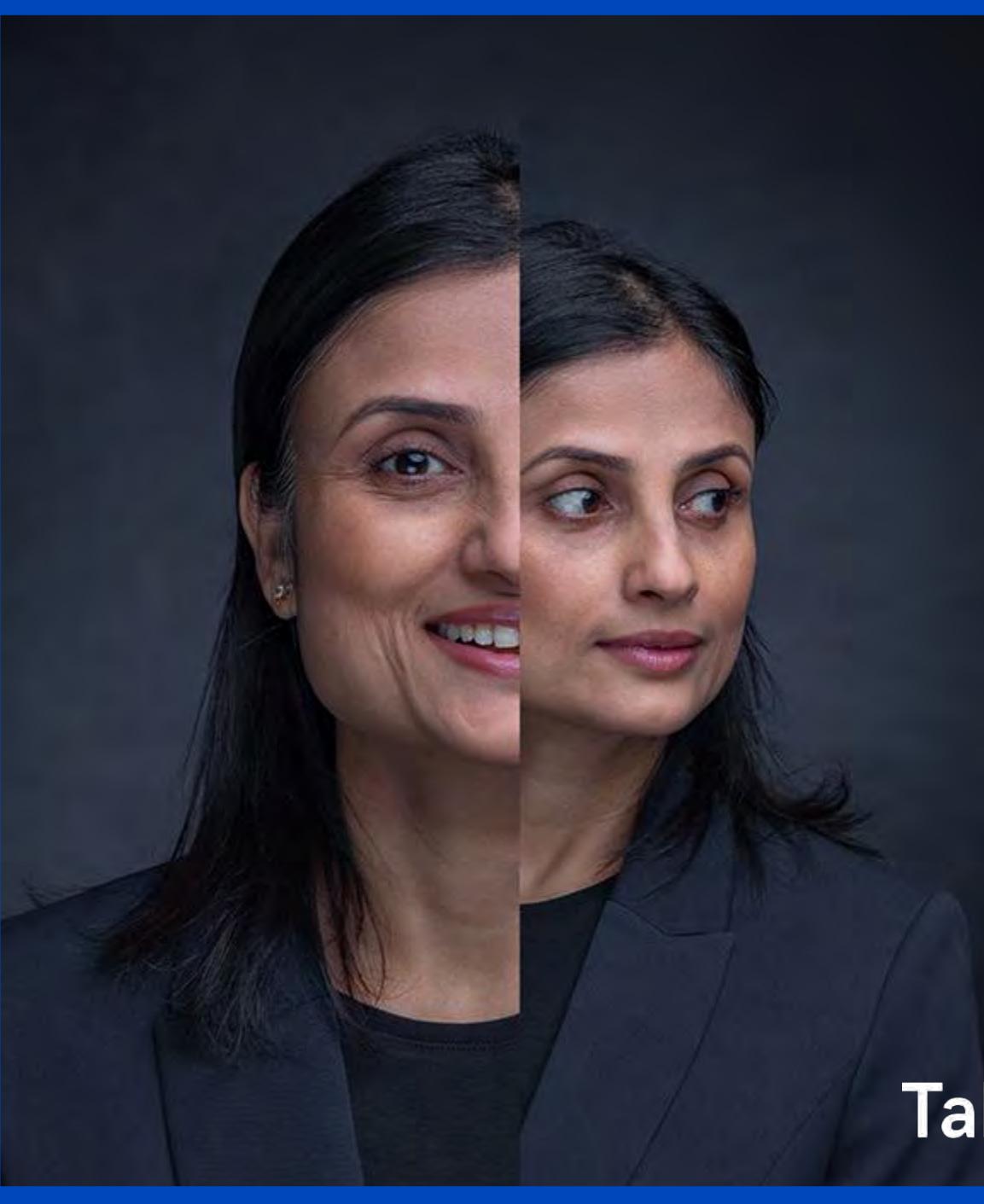
All people responsible for sales

## Results

Mixed results so far, but ...

## Challenge

Keep applying the learning



# The Joint Pitch

Workshop Day 2

Talented<sup>+</sup>

# The Workshop Set-up

## **Teams of 4-5**

different Talentor partners in  
each group

## **A real client**

either you choose one  
yourself or find one in our list

# The Assignment

You are 4 Talentor partners in a room with one real potential client. In 45 minutes, **build the pitch you would actually deliver together**. Take a real company from your company or the prospect list, not a hypothetical one.

- This is not a pitch of 4 separate companies - it should be a common pitch.
- “We are in 50+ countries” is not the answer.
- Uncomfortable Question: If the client said “convince me not to just use my local supplier in each country”



# Step 1: About the client (15 – 20 min)

**Start talking about the client, gather information** and try to ask yourselves the following questions:

- 1) What are they trying to do in the next 12-24 months?
- 2) Why now? (trigger, funding, new site, leadership churn, M&A...)
- 3) Who is solving the problem for them today?
- 4) Who is the buyer, who blocks, who do we already know?
- 5) ...



# Step 2: The added value for the client (20 min)

We have prepared a list of potential **“added values”** that we can offer as a network.

**Choose from the list or think of your own value propositions.**

## 2. The added value for the client (examples)

*Tick everything that is true for this client. Then choose the three that matter most to them.*

### A. COVERAGE & ACCESS

- ☐ One brief, one contract, one contact across several markets at once
- ☐ The owner of the local firm works the mandate personally
- ☐ Hiring into a market before the client has a legal entity there
- ☐ Serious coverage of markets too small for the global firms to bother with
- ☐ Fewer off-limits and conflict restrictions than the global giants
- ☐ Search and candidate care in the local language, by someone who lives there
- ☐ A local employment-law and package reality check before the offer goes out
- ☐ Time-zone coverage: someone is working the mandate around the clock

### B. CONSISTENCY & COMPARABILITY

- ☐ The same method and scorecard everywhere, so candidates compare on one page
- ☐ Joint shortlist calibration: two markets, one benchmark
- ☐ The same assessment layer applied everywhere
- ☐ A four-eyes second opinion on a candidate from another market
- ☐ One reporting line to HQ, while each market has its own

- ☐ A single, consistent quality standard the client can hold us to
- ### C. MARKET INTELLIGENCE
- ☐ Cross-market salary and total-package benchmarking
  - ☐ Competitor org mapping in several countries at the same time
  - ☐ Talent mapping as a paid product before any search starts
  - ☐ Feasibility check: is this role hireable there, at that price, in that time?
  - ☐ Market-entry intelligence on where the talent sits and what it costs
  - ☐ Early warning on competitor moves, restructurings and site closures
  - ☐ Diversity and availability data the client cannot see from the inside

### D. SPEED & RISK

- ☐ Parallel search in several markets from a single brief
- ☐ Continuity: if one person is unavailable, the network is not
- ☐ The pipeline does not die when one local supplier loses interest
- ☐ Cross-border back-channel referencing on a candidate
- ☐ Surge capacity when the client needs ten hires, not one

### E. TALENT FLOW ACROSS BORDERS

- ☐ A candidate found in one market for a role in another
- ☐ Realistic mobility advice on visa, family, package and timing
- ☐ The returnee and diaspora angle: bringing people home
- ☐ A cross-border pool for niches too thin in any single country
- ☐ Relocation and onboarding support once the person says yes

### F. RELATIONSHIP & COMMERCIALS

- ☐ Owner-to-owner: the decision-makers are the ones in the room
- ☐ Commercial models that flex per market (retained, contingent, search fee)

### G. BEYOND THE SEARCH

- ☐ Executive brand and leadership positioning
- ☐ Interim and fractional leadership
- ☐ RPO and embedded sourcing capacity
- ☐ Assessment and onboarding support for the first 100 days
- ☐ Board, succession and org-design advisory
- ☐ Post-placement integration follow-up across the group

### H. OUR OWN

- ☐ \_\_\_\_\_
- ☐ \_\_\_\_\_



# Step 3: The Pitch (15-20 min)

Find the **Pitch Canvas** on your handout.

Focus on the **unique capabilities and differentiation** as a group.



## 3. The pitch canvas

### 1. Best-fit customer

*This client in one line. Why are they exactly who we are built for?*

### 2. Core challenges they face

*often face... The problem in their language, as they would put it to their board.*

### 3. Competitive alternatives

*and they have typically already tried... Local supplier, global firm, in-house TA, doing nothing.*

### 4. Our unique capabilities

*we help them find / improve / save by delivering... Anchor this on your "only we" claim.*

### 5. Differentiated outcome

*which gives them... The result they get that the alternatives cannot deliver.*

### The ask

*What do we want them to say yes to at the end of the meeting? Keep it small.*



# Send us your pitch!

We would like to collect all joint pitches and share them with the group.

Send your result to  
[michaela.moser@talentor.com](mailto:michaela.moser@talentor.com)



**15 min Break**

**Talento<sup>⊛</sup>**



# What Differentiation Will Look Like in the Future

## Talking Solutions

Panel Discussion

Hunt Scanlon  
**GLOBAL40**



# Our Panellists

## SWITZERLAND



**Denise Stuker**



### **From Supplier to Advisor**

One year on from moving off contingency-fee perm recruiting.

## GERMANY



**Anne Selbenbacher &  
Gunnar Mayr**



### **The power of a niche player**

How a Singapore client found a healthcare-only firm in Germany.

## FRANCE



**Benoit Charasy**



### **Generalist Meets Niche Player**

Strategic collaboration with the niche player Cybermatch.

## UNITED KINGDOM



**Doug Mackay**



### **Differentiation through service**

Moving beyond executive search .

C\*OPERS

TALENTOR SUMMIT 2026

**One year in fully building  
our new brand**

coopers.ch

# About us



**Denise Stuker**  
**Operations Director**



**Adriana Qamar**  
**Senior Consultant Executive Search**



C\*OPERS

C\*OPERS

Executive  
Search

C\*OPERS

Consulting &  
Solutions

ProcWise<sup>+</sup>

Vendor  
Management  
System

ORANGERIE  
basel

Meeting  
Location

at a glance

# Facts & Figures



C\*O\*PERS

3

Offices in Switzerland

50+

Countries worldwide  
Talentor International

60

Individual Coopers  
Consultants

17

Languages  
are spoken in the Team

9x

Best Recruiter  
in Switzerland

2010

Founding year



Owner-managed Swiss company

## Certifications



ISO 9001  
ISO 14001

## Partnerships



Part of  **Talentor.com**

in good company  
coopers.ch

# With Us You Are #ingoodcompany





# Coopers Executive

We think like entrepreneurs and act like humans – also at C-level.  
This makes us your reliable partner for modern executive search.

## Our Executive Services



**Executive Search:**  
C-Level & Board



**Board Search**



**Interim Solutions**



**Coaching**



**Expert Search:** specialists who  
make a difference



**Research & Market Intelligence**



**Assessment**



**Talentor International**  
50 countries, global network

[coopers-executive.ch](https://coopers-executive.ch)



TALENTOR SUMMIT 2026

# From Supplier to Advisor

coopers-executive.ch

In The Next 6 Minutes



# What I'll walk you through

01

## Why

Why we chose this path

02

## 7 Big Changes

The concrete changes we had to make in the business

03

## Mindset Change

The mindset switch and the change in selling strategy

04

## In Practice

Executives Hautnah — our approach, made visible



PART 1

# Why we chose this path



# Coopers.ch – wrong perception



## High volume in contracting mandates (interim roles)

For 15 years, we've built our name in Executive Search. But over that same period, our work with large clients has grown into a high volume of interim mandates. Since coopers.ch always displays our three most recent open roles, a client visiting the site today might see postings like IT Support Technician, Lab Technician, or Test Engineer: exactly the kind of roles that say nothing about Executive Search.

## An independent brand.

That mismatch is precisely why Coopers Executive needed its own, independent brand. That's the move from Coopers to **Coopers Executive**: its own brand, detached from coopers.ch — where the market too much reads us as a contracting / staffing provider.

# The market changed. So did we.



## From success-based placement to exclusive mandates only.

The market has moved away from broad, success-based placement toward exclusive mandates. If a client just needs one good candidate who happens to be actively looking, a classic job posting serves them fine. If a client wants the best candidate in the entire market — including the passive candidates who aren't looking at all — they need a partner who operates at eye level, not a supplier.



### Tailwind we build on

We carry real tailwind from coopers.ch's specialization in IT, Engineering and Life Sciences — but in the Exec space we stay open to other industries too.

That openness has brought us for example to a range of Sales Director and Board Member placements outside our original core sectors.

# We Know Your Industry



## IT

Plan, Build, Run, Software Engineer, Web Developer, Database Administrator, Process Manager, Cybersecurity, Cloud Transformation, AI Specialists, and much more.



## Life Sciences

Pharmaceuticals, Biotechnology, Medical Technology, R&D, Toxicologist, Bioanalytical Manager, Clinical Specialist, Regulatory Affairs, Quality Assurance, and much more.



## Business Services

Accountant, Controlling, Treasury, Payroll Specialist, **Digital Finance**, **Change Management**, **Multilingual Support**, and much more..



## Engineering

Embedded Software Developer, Mechanical Engineer, Development Engineer, Product Manager, Technical Sales Manager, **Automation**, **Renewable Energy**, and much more.



PART 2

# 7 big changes in the business



# What we changed, concretely



## 01 **An independent brand**

Coopers Executive separated from coopers.ch, so we're no longer read as a contracting / staffing provider.

## 02 **Even higher service quality**

Raising the bar at every step of the search process — no compromises.

## 03 **Strict timeline discipline**

Clear timelines communicated up-front and consistently kept.

## 04 **Joint process planning**

The entire process mapped out together with the client before kickoff — no surprises along the way.

# What we changed, concretely



- 05 Senior-only delivery**  
No junior consultants built up in Exec Search — only colleagues who bring the seniority and life experience this work demands.
- 06 Exclusive-mandate fee model**  
Retainer-only, no contingency — the confidence to charge what real market coverage costs.
- 07 Improved visibility**  
Building our own platforms, like Executives Hautnah, instead of relying only on reactive acquisition.



PART 3

# Mindset switch & sales strategy



# Bolder. No fear of big numbers.

FROM

Order-taker — deliver what's asked

Accepting every mandate

Discount to win the deal

Classic cold selling

TO

Equal advisor — actively challenge and consult

Selective courage — say no if it's not exclusive or the right fit

Confident pricing — clear, higher fees, no apology

Show value — visibility & thought leadership  
(Executives Hautnah)



PART 4

# Executives Hautnah (Executives up close)



# Not a sales event. A platform.



Twice a year, we bring senior leaders together at Orangerie Basel — not as a sales event, but as a platform where executives can speak openly with peers, in a personal, low-key setting.

No stage performance. No pitch. The focus is on life paths rather than résumés — responsibility, change, and human leadership. We talk about best practices but also about learnings very openly.



# Executives Hautnah Event



## 2026 EDITIONS

**22 April** — Svenja Staiger Head HR (BVB), Andrej Salát, CEO (Mepha / Teva)

**5 November** — Roger Furrer (Lucerne Golf Club), Dr. Isabelle Dahinden (CSL Behring) , Andreas Wüthrich (Artsana Group)



# What participants and clients say



*„Thank you so much for the fantastic event! It was a privilege to be there.“*

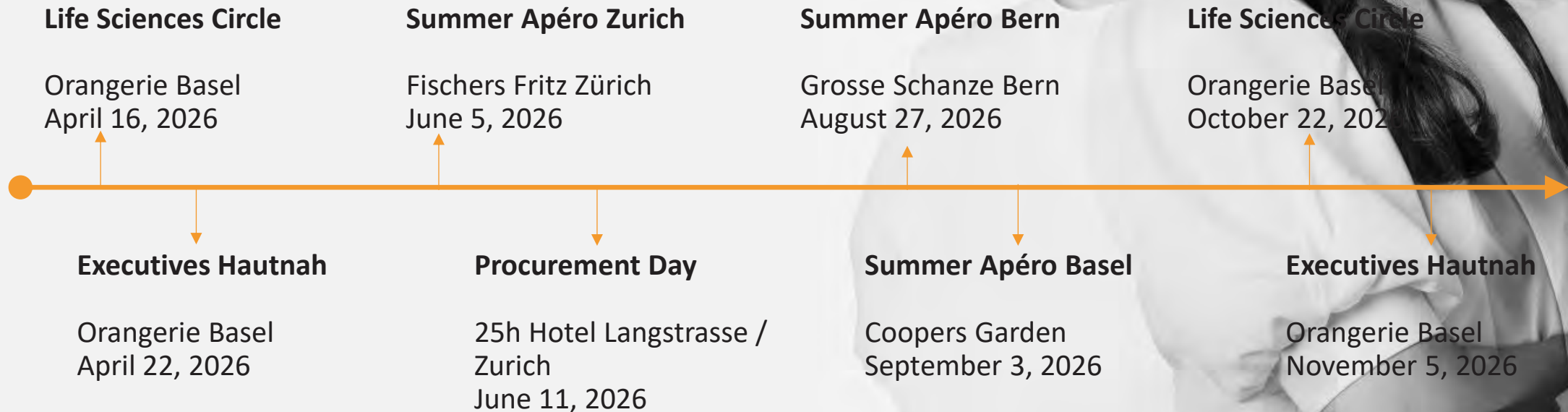
*„It was an extremely successful evening. Please keep it up!“*

*„Great setting, excellent organization. I'm looking forward to the next event.“*

*„Thank you very much for the invitation; it was a great evening, I made many new connections, and I'd love to come again.“*

*„My overall feedback is entirely positive. I thought the event was great, especially the opportunity to chat and exchange ideas with each other afterward. This networking part is a very valuable component.“*

# Let's stay in good company





If you ever feel like joining one of our events... just let us know! ☺



**Denise Stuker**

Operations Director

T. +41 41 632 43 52

M. +41 79 614 12 49

[denise.stuker@coopers.ch](mailto:denise.stuker@coopers.ch)

**Thank you!**

in good company  
coopers-executive.ch

# Anne Selbenbacher & Gunnar Mayr



[Anne on LinkedIn](#)



[Gunnar on LinkedIn](#)

## The Power of a Niche Player

How a Singapore client found a healthcare-only firm in Germany.

### ON THE PANEL

- How the client found a healthcare-only firm from Singapore
- What a niche focus makes possible that a generalist cannot

POSITIONING

Focused market. Broad capability.

Specialized by industry and geography — flexible in how we support clients.

OUR FOCUS

Life Sciences in Germany

Pharma | Biotech | Medtech | Diagnostics

From R&D to commercial functions — excluding production.

THE CONSTARES MODEL MODEL Narrow in focus. Broad in capability.

01

INDUSTRY

Life Sciences

02

GEOGRAPHY

Germany

03

SERVICE MODELS

Executive Search | Contract Staffing  
Freelancers | Recruiter on Demand

Specialized in the market. Flexible for the client.





## WHY NICHE?

# Why we chose **depth** over breadth.

We understand the market behind the job title.

01

### INDUSTRY EXPERTISE

We understand the language, context and requirements.

02

### BETTER ADVICE

We help shape the brief before the search starts.

03

### SPECIALIST NETWORK

We know careers, not only current job titles.

Depth creates credibility — with clients and candidates.

NICHE PLAYER VS. GENERALIST

## THE CLIENT BENEFIT

# We help clients make **better** hiring decisions.

Our value starts before the first candidate is contacted.

01

### DEFINE

Clarify the real need.

02

### TEST

Check whether the brief is realistic.

03

### REACH

Activate the right network.

04

### DECIDE

Move from fit to commitment.

### CLIENT GAINS

Clearer profiles | More realistic expectations | More relevant candidates | Fewer misunderstandings

Not just filling vacancies. Improving the decision behind the hire.



## THE TRADE-OFFS

# Depth over breadth has **trade-offs**.

For us, the advantages clearly outweigh the limitations.

### THE TRADE-OFF

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Smaller market than a generalist

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Exposure to industry cycles

---

Higher expectations of expertise

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### HOW WE MANAGE IT

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A niche must be visible

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Life Sciences is broad and diverse

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Different service models add flexibility

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Specialization raises the standard we have to meet ourselves.

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### NICHE PLAYER VS. GENERALIST

## THE CONCLUSION

# Narrow enough to be an **expert** . Broad enough to stay relevant.

For us, specialization is not a limitation. It is our competitive advantage.

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### LIFE SCIENCE

Deep industry understanding

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### GERMANY

Local market knowledge

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### FLEXIBILITY

Multiple ways to support clients

We are not trying to be the right partner for every industry — only the right partner for Life Science companies hiring in Germany.

Narrow enough to be an expert. Broad enough to stay relevant.



# Benoit Charasy



[Benoit on LinkedIn](#)



## Generalist Meets Niche Player

**Strategic collaboration with the niche player Cybermatch.**

### ON THE PANEL

- The strategic collaboration with niche player Cybermatch
- A framework tool giving clients a real-time view of their cyber security status
- Connecting generalist and niche player in one client conversation

## TALENTOR SUMMIT - GENERALIST VS. NICHE PLAYER

# I'm a headhunter. I don't know cybersecurity.

Yet our clients in defence, nuclear and energy keep raising it: in briefs, in committee, in the questions they ask about the people we face. A generalist has three ways to answer.

### 1 Pretend to know

Credibility spent in one meeting.

### 2 Decline the question

The conversation moves on without us.

### 3 Partner with a niche player

Cybermatch. Two firms, one client question.

# A tool the client uses in twelve minutes

Twenty multiple-choice questions, six dimensions, a score out of 60. A real-time view of where the company actually stands, written for a CEO rather than for an IT department.

**20**

QUESTIONS

**6**

DIMENSIONS

**12**

MINUTES

**60**

POINTS

**2 of 20**

levers are technical. The other eighteen are governance, process and people. Reporting lines, offboarding, payment controls, training, supplier clauses.

Which is precisely why a headhunter has standing in that room.

**Diagnostic → instant score → full action plan by email → a named lead, scored, with their gaps**

# What changed



## POSITIONING

*Before: we answered a brief, once a vacancy existed.*

Now: we arrive with a picture of their organisation, before there is a vacancy. The first meeting is about how the company is run, not about a job description.

## SELLING

*Before: outreach to a name on a list.*

Now: every completed diagnostic is a named executive, a company, a score and a list of gaps. The follow-up call writes itself, and it opens on their subject rather than on ours.

*The niche partner doesn't dilute the generalist. It gives them a reason to call.*

# Doug Mackay



[Doug on LinkedIn](#)

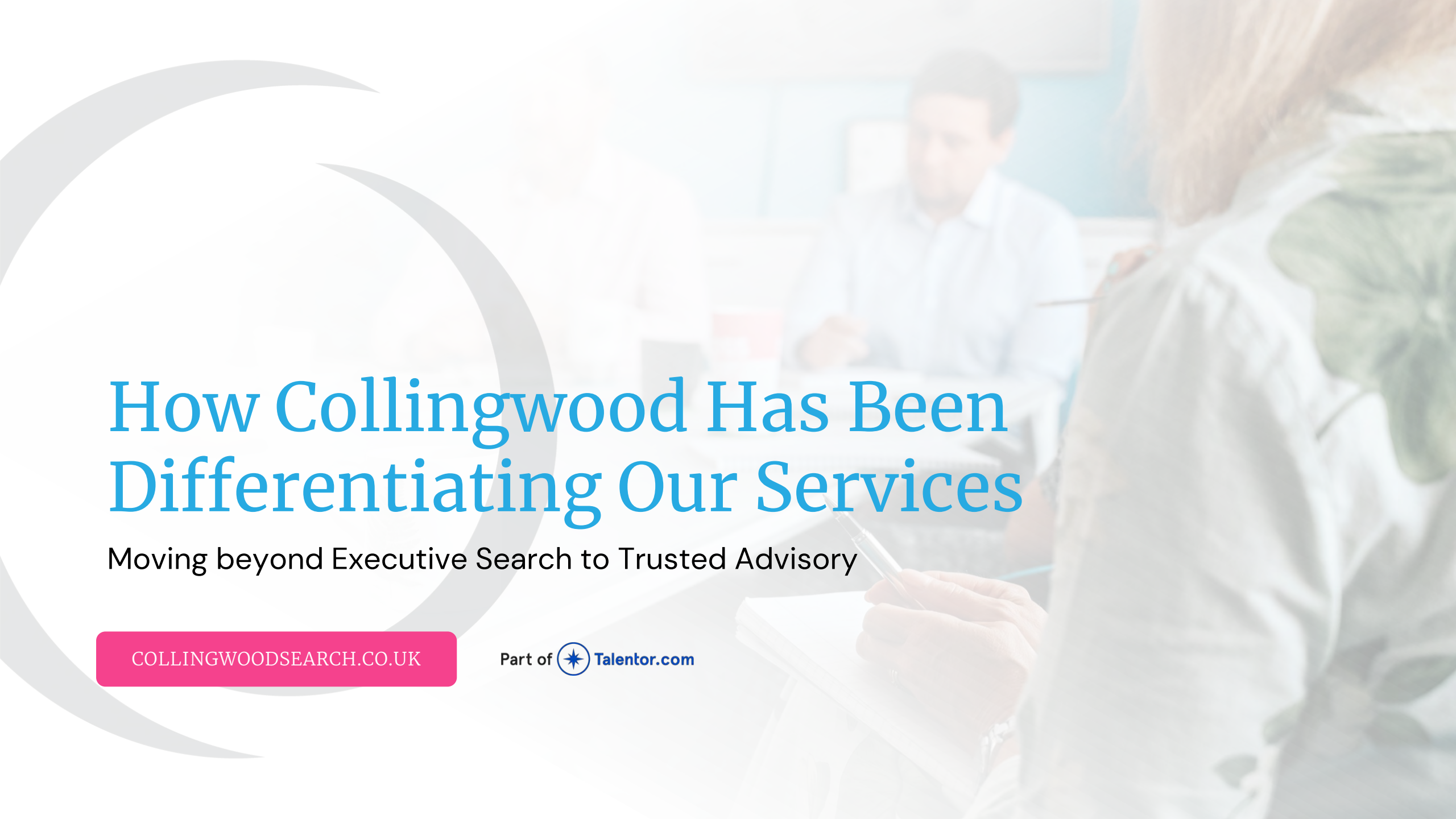


## Differentiation Through Services

### Moving beyond executive search

#### ON THE PANEL

- Being part of board interviews, not only the search
- Selling high-price projects in the UK market



# How Collingwood Has Been Differentiating Our Services

Moving beyond Executive Search to Trusted Advisory

[COLLINGWOODSEARCH.CO.UK](https://collingwoodsearch.co.uk)

Part of  **Talentor.com**

# The UK Recruitment Market, a true Red Ocean!

- Kim & Mauborgne's Blue Ocean Strategy (HBR Press, 2005 [What is Blue Ocean Strategy | About Blue Ocean Strategy](#))
- UK recruitment is a red ocean by definition: 30,000+ agencies offering little differentiation
- And the water's getting bloodier: Open vacancies down to 702,000, lowest outside COVID since 2014 (source ONS, 15 Sept 2026)

# How Collingwood Has Differentiated

**Sharper focus:** last 12 months we have targeted PE-backed and privately-owned UK SME businesses in aerospace & defence, healthcare, and building products & construction

**Service evolution: from executive search (transactional, vacancy-led) to end-to-end talent consultancy talent mapping (live market data)**

- talent mapping & talent pipelining
- developing employer brands
- designing processes to assess candidates
- undertaking board assessments (Extended DISC)
- leadership development for board and individuals
- health coaching for leaders
- leading final interviews with clients

**Results: more time “IN” boardrooms**

- strengthening relationships and building trust and credibility
- learning a deeper understanding of our clients, their current business (including pain and future visions)
- developing bespoke solutions fit for purpose
- being viewed as a true advisory

# Thank you!

[COLLINGWOODSEARCH.CO.UK](https://collingwoodsearch.co.uk)

Part of  **Talentor.com**

Prepared by Doug Mackay | Managing Director



# Leaders for Tomorrow

Talented 