



SUMMARY OF PITCHS OF OUR WORKSHOP “THE JOINT PITCH”

THE ASSIGNMENT

You are three Talentor partners in a room with one real potential client. Build the pitch you would actually deliver together. Take a real company from the prospect list, not a hypothetical one.

THE ONE RULE

"We are in 50+ countries" is not an answer. It is a fact, and every network claims it. Your pitch must contain one thing that only Talentor can offer: something that neither a strong local single-market firm nor a global giant could say with a straight face.

THE UNCOMFORTABLE QUESTION

If the client said "convince me not to just use my local supplier in each country," what is our first sentence?

Client: Beldon**1. About the client:**

What are they trying to do in the next 12 to 24 months? Develop a new recruitment strategy for 2027.

Why now? Not completed.

Who is solving this for them today? Karen, a Dutch lady; Van Meurs [?]

Who is the buyer, who blocks, who do we already know? Not completed.

2. The pitch canvas

Best-fit customer: Global presence in Asia and EMEA.

Core challenges they face: They work with an internal HR team (2 persons) and several local firms.

Competitive alternatives: Not completed.

Our unique capabilities: Long experience from Doug. A trustworthy partner network. Patrick has common connections [?].

Differentiated outcome: A more flexible solution, with more local expertise, network and market insight.

The ask: Try a cross-border project outside the UK.

Client: Nestle

Best-fit customer: We are both experienced in the FMCG sector and in working internationally.

Core challenges they face: They want to grow by optimizing their business.

Competitive alternatives: In-house TA

Our unique capabilities: We help you find niche, high-caliber candidates while also offering high-quality outplacement services in each country.

Differentiated outcome: One account manager across several markets, providing a consistent and seamless recruitment experience.

The ask: Let's select one priority role and one market where we can demonstrate our approach

Client: Action**1. About the client**

What are they trying to do in the next 12 to 24 months?

Expansion: opening more shops abroad.

Why now?

A huge expansion plan, with the aim of opening a store every day.

Who is solving this for them today?

They need local experience and knowledge of the market.

Who is the buyer, who blocks, who do we already know?

European HR / Expansion Manager.

2. The pitch canvas

Best-fit customer: We can serve, advise and grow with their expansion plan, opening one store every day, and support their international growth.

Core challenges they face: No local contacts or established footprint.

Competitive alternatives: They have tried to expand through their own network and employees, but this has not been strong enough and has not worked.

Our unique capabilities: Only we can help Action expand and grow further, and continue to open one store a day, with local know-how and contacts.

Differentiated outcome: Establishing long-term growth and an international footprint for Action.

The ask: One contract: the door to local suppliers, advisors and long-term growth.

Client: Siemens Healthineers

1. Best-fit customer

Siemens Healthineers: a global medtech leader going through a Diagnostics carve-out and a spin-off from Siemens AG, with growth hubs in Germany and Slovakia. They need specialists and leaders across borders, fast and confidentially, exactly what a cross-border network is built for.

2. Core challenges they face

"We must separate Diagnostics and stand up independent functions on a tight timeline, under cost pressure from tariffs and FX, while key roles in IT separation, cybersecurity, regulatory and imaging engineering stay open for months."

3. Competitive alternatives

In-house TA (overloaded and hampered by the uncertainty), large global firms (expensive, weak in CEE and specialist depth), local agencies (one country only), or leaving roles open and relying on consultants.

4. Our unique capabilities

We help them fill hard-to-fill and leadership roles by delivering cross-border search from one framework contract, covering 40+ countries with local partners in Germany. Only we combine Austrian IT and engineering specialist recruiting (epunkt) with an international executive search network (Talentor) built for the DACH-CEE corridor.

5. Differentiated outcome

Faster time-to-hire for critical carve-out and growth roles, one supplier instead of many, access to passive talent from Austria and CEE for Forchheim and Bratislava, at mid-market cost.

Client: Unknown

Best-fit customer:

Lots of expansion, more than 80 countries. Expansion into Eastern Europe. 18% growth in 2025.

Core Challenges they face:

Fast growth, expansion, sustainability, new areas with less expertise.

Competitive alternatives

Small local providers.

Large in-house recruitment team.

Unique capabilities

One local SPOC with market knowledge, tailor-made solutions, privately owned. Broad range of profiles.

We have 100% geographical overlap.

Client: Unknown

Best-fit customer:

An Indian multinational with global reach.

Core challenges they face:

Language problems.

Competitive alternatives:

Internal TA; current partners.

Our unique capabilities:

I. One-stop shop: Pritul

II. Ability to deliver value, as proven in the Alembic case

III. Young and high-performing international network

Differentiated outcome: See point III above.

The ask: "Here are the roles you should start looking for."