

Invenias Solution allows Sheffield Haworth to Search for Talent Across the World

sheffield haworth

- Founded in London in 1993
- 10 international offices in global financial centres
- 120 professionals across Europe, USA & Asia Pacific
- AESC member firm
- Ranked number 1 for UK specialist firms 2012/2013 by Executive Grapevine
- Focus on the global financial services industry across all sectors

Sheffield Haworth talk about implementing the right technology to support a growing international business

Sheffield Haworth is a leading global executive search, interim management and human capital advisory company. The firm focuses on the global financial services industry across all sectors and is ranked by Executive Grapevine in the UK as number one for specialist executive search firms for 2012/2013.

With more than 120 professionals across ten international offices, Sheffield Haworth is a truly international company operating in all the major financial centres in Europe, the USA and Asia Pacific. As such, the key requirement for its technology platform is to allow consultants access to reliable, consistent data in real time, wherever they are based in the world.

Sheffield Haworth felt their existing recruitment database no longer supported their global business and aggressive growth plan. They found that users were frustrated by the lack of technological development and were looking for a platform that supported the way that they wanted to work, whether it be in the office or on the move.

Having carried out a comprehensive review of the software currently on the market, Sheffield Haworth concluded that Invenias was their preferred solution, meeting the specific criteria they had set.

"We were looking for a cloud-based solution, we'd had nearly 20 years of using legacy software and with that you get an inevitable decline in usefulness as your hardware gets older and then needs to be replaced – something that isn't an issue with a cloud-based system," says Richard Watson, Group IT Director.

But it wasn't just the cloud-based nature of Invenias that has convinced Watson. "The big selling point for Invenias is the way that it sits within Outlook," he continued. "Everything else that we looked at was either browser-based or worked as a separate app or program. Invenias is a very natural work flow because what do you do when you first switch on your PC in the morning? You open up Outlook and check your email and as part of that, with Invenias, your database opens automatically so it's just a more simplified work flow and a more natural way of working."

Furthermore, Sheffield Haworth found that even though the software works straight out of the box, Invenias was flexible enough to allow them to tailor the software to reflect the way that they work.

"We selected Invenias not only because of the quality of their product, but because they are constantly looking to innovate and adapt, meaning that we can be confident that we will have the best technology underpinning our business both now and in the future," said Jacqui Hancock, Group Chief Administrative Officer.

"An example of this was responding to our requirement to support a large International workforce with a platform that offered fast and consistent performance across the world through the development of their Global Synchronisation Technology. This allows Invenias to run synchronised copies of our database in cloud data centres across America, Europe and Hong Kong, providing our users with a responsive and shared platform wherever they are working which allows us to operate as a truly global team."

Watson commented: "It doesn't matter where you are in the world, you get a quick connection to their data centre and you also get live data from your colleagues ten time zones away."

This fits in with Sheffield Haworth's aim of shaping the future of the search industry by investing in a mobile, cloud-based solution.

"Our consultants need access to consistent, accurate data. With Invenias, they can now be confident that our data is synchronised in real time across the globe, and that it is always accessible from their desktop or mobile device," said Watson.

A key benefit of implementing the system has been the ease of use and quick rate of adoption across the firm. "The initial feedback is that the users are enjoying the experience and finding, certainly the tracking of email and therefore the search process a lot easier," said Hancock.

All of this has met with the approval of Mike Hammond, the Group's Managing Director. He said: "Our extensive client base in the financial services industry continues to strive to employ the best talent, both regionally and globally."

"In order to increase our international reach across key geographic markets, we require the best technology available in the marketplace to facilitate our strategic growth plans. We look forward to Invenias providing the technology platform to further that growth."



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Richard Watson
IT Director

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- Designed for executive search firms, strategic recruitment companies and in-house executive talent acquisition teams
- Enabling effective delivery of assignments, stronger relationships with clients and candidates and transformation of the productivity of search operations
- Easy to use cloud-based desktop and mobile applications
- Invenias serves thousands of users in over sixty countries across the globe

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