

BlackMoor Consulting LLP

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BlackMoor Consulting LLP – Writeup

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1. About US

BlackMoor Consulting is a premium executive search and business consulting firm assisting top Corporates, SMEs and MSMEs, governments and non-governmental organizations to evaluate and procure top executive leadership talent and streamline their business processes to drive breakthrough performance.

More than being just a search and selection partner, we integrate a global footprint by knowledge sharing and best practices to act locally and



entrepreneurially. Our unique and vast proficiency across all major industry sectors and key functional area empowers us to recommend with absolute accuracy.

Our Consulting Practice caters to streamlining processes for various functions like Human Asset Management, Finance, Business Operations, Digital Marketing and Technology services. Our team of Consulting partners and associates are subject matter experts in their domain with atleast 10+ years of professional experience setting up an effective process and ensuring measurable changes to the clients business.

Our Leadership Search practice believes in developing close, effective and long-term working partnerships with clients to ensure full knowledge and understanding of their requirements. We pay our undivided attention to our clients by listening, scrutinizing and understanding their strategy and culture, this helps us to motivate “fit for the job” leaders for your CXO and other C-Suite requirements across functional areas. Hence we assist our partners in finding the best talent and build successful teams and thereby generate great value for shareholders though excellence.

2. SERVICES

❖ EXECUTIVE SEARCH

BlackMoor Consulting offers a highly customized, integrated, high-quality and thorough research-based executive search and leadership consulting services. Our comprehensive exposure helps us to successfully access global markets to match your executive and organization needs with the ideal candidates. We assist our partners by identifying and recruiting the best possible leaders and management teams for their needs and thereby achieve competitiveness and success in the challenging economic and business environment..



Effective Working Relationships and Understanding of Clients Needs

At BlackMoor, we succeed by developing a close and effective working partnerships with our clients which helps us to ensure that we understand their strategic concerns and search requirements. This relationship is based on listening, integrity and trust.

In-Depth Geographical Knowledge

Success in search requires being in tune with local markets. Our partners are business leaders with deep roots in their communities. Through local ownership, we understand emerging regional issues and provide you with important local insights.

Global Exposure

We have the coverage to search the world for talent and tap into the increasingly international pool of senior executive leaders. We deliver executive search and leadership consulting solutions through our powerful network of offices in Europe, the Middle East and Africa, Asia/Pacific, Latin America and North America.

Global/Cross-Border Capacity

We pursue the best applicants, wherever they are located; the extensive collaboration among our branches allows us to spread a far-reaching net. Our global partner offices work together seamlessly to meet your needs.

Industry Specialization

We strive to offer our clients a thorough industry knowledge via our specialized industry practice groups. Our team is enriched with extensive industry and vertical expertise which helps them to be abreast with the global trends and issues within these industries.

Leadership Consulting

Our approach is entrenched in consulting. We attend thoroughly to understand our clients situation and their needs. As a client you may be motivated towards a leadership assessment, management audit, cultural review, or other focused investigation. You may also benefit from other value-added services such as market intelligence, leadership advice, competitive analysis or market benchmarking.

Our Search Process

Our search process enables us to add value and insight to the identification of exceptionally viable candidates. Our work is based on a broad and meticulous approach



that ensures finding appropriate candidates who match above and beyond your technical requirements.

Our approach enables us to respond with a quick and profound understanding of your needs.

- **Hands-On Senior Service:** Our partners and consultants are hands-on partners. We work directly and closely with you to understand your needs and ensure a successful search.
- **Needs Analysis:** We work with you to understand your needs and develop a Statement of Requirements to define the search.
- **Prospective Candidate Identification:** We understand where your ideal candidate is likely to be found and identify the right pool of talent. Our wide access and network of industry connections for referrals and recommendations helps us to provide a highly customized research which finds candidates with the ideal fit.
- **Prospective Candidate Research and Qualification:** We scrutinize our prospects thoroughly and only approach those with the strongest potential. We then qualify those candidates using third-party information and interviews.
- **Presentation to the Client:** We present only those candidates who are a viable and real leadership option for your firm.
- **Assessment:** We carry out formal assessment of candidates under serious consideration, working in alignment with your assessment methodology, or utilizing our own proven methods.
- **Placement Follow-Up:** We stay with you and the candidate after selection and placement. We are available to provide any needed support.

We combine these elements to deliver an effective, rigorous and comprehensive approach to all our executive searches, and to ensure we meet your needs precisely.

❖ **BUSINESS CONSULTING SERVICES**

At BlackMoor Consulting our Business Consulting services focuses on our clients' most important issues and opportunities. We address all the critical sections like business strategy, finance, digital marketing and technology services and operations management, across all Industrial verticals and across geographies. Alongwith bringing a deep functional expertise we are also known for our holistic perspective which helps us to capture values of any organization. We assist Top Executives and Business leaders and help them make best decisions that will empower our clients to deliver their desirable and sustainable results.



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1. HUMAN ASSET CONSULTING

With a collective experience of over 50+ years working with MSMEs/SMEs and large corporates our team of consultants helps our clients addressing the challenges for developing the most important asset for the company.

We help in implementing various systems and processes from Talent acquisition management from onboarding to exit, Organization design, Performance Management system, compliance and payroll management for our clients across various industry practices.

2. FINANCE CONSULTING

Our finance consultants carry an extensive experience assisting various large corporates and small and medium enterprises with streamlining their finance processes. We help client with various processes like taxation, audits, compliance, financial planning and various other financial activities.

3. OPERATIONS CONSULTING

We help our client with analyzing, reviewing and streamlining various business processes. The Processes are developed by our associates with extensive experience in understanding the clients business and doing a GAP analysis and writing systematic processes to streamline functioning of day to day operations for our clients.

4. DIGITAL MARKETING AND TECHNOLOGY CONSULTING

We analyze the clients digital marketing and tech upgrading needs. Our team of associates and partners help in designing digital strategies for our clients and help enhancing their digital footprint and reach.

We also have a team of highly professional and trained software development consultants who could assist them with new technology application development.



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❖ SKILL DEVELOPMENT

We enable and manage large scale and demand-driven skills training and recruitment programs to improve employment opportunities among the youth. Our focus and long term aim is work towards confidence building and putting the youth of the nation to work in order to succeed in their career ambition. For any country to sustain the current pace of economic evolution the most important resource it requires is People, and in order to empower them by creating employability and an employment-friendly environment is our aim. We are devoted towards encouraging a culture of learning and performance. Our policies are aimed at providing support to the employees through effective training and development programmes and also enable them to command, competitive compensation inclusive of employee benefits.

In this stiff and competitive environment the challenge to be successful in career is associated with lot of factors. In most cases you may not be fortunate enough to get a dream job straight after completing your qualification, but getting experience to further enhance your career will boost your chances to advance to top rewarding careers down the road.

Our Programmes are directly focused on addressing the key area which the corporates look for while hiring Freshers or Experienced resources which would add value to their organization and save their training cost to a great extent. We focus on providing a trained resource to the Corporates that can be productive immediately upon hiring and hence bring a lot of value to the company.