

The Evolution of Executive Recruiting™

A decision-making tool for Recruiters, created by Redmond Research.

1750-1900

The Agricultural Age



1900s

The Industrial Age



1970-1990s

The Information Age



2000-

The Conceptual Age



	1750-1900 The Agricultural Age	1900s The Industrial Age	1970-1990s The Information Age	2000- The Conceptual Age
Need	Didn't have much need for Recruiting as we know it today.	Executive Recruiting wasn't established as a "sector" in the U.S. until 1926.	The Digital Revolution in Recruiting sparked reliance on directories, databases, and "e-recruiting" services.	Social networking creates "do-it-yourself" options, and Recruiting evolves from "filling positions" to building competitive strategy and sustainable talent pipelines.
Skills	Few folks had even an eighth grade education and most of what you needed to know, you could learn "on the job."	Suddenly, we needed a literate and vastly more skilled workforce. High school education and trade associations grew up to "certify" skills.	By now, most skilled jobs required Computer Literacy, College degrees, and post-graduate or continuing professional education.	Organizations depend upon global Leadership and Innovation for growth. Experience, skills, and subject matter expertise are no longer enough.
Education	Formal schooling is largely optional.	High school became mandatory.	The Corporate University was born.	Self-directed, lifelong learning is now essential.
Demand	Retention wasn't much of a problem, as most of the workforce was essentially enserfed or working in the family trade, and transportation options didn't promote much mobility.	Retention still wasn't much of a problem —Most people stayed with a single job in a single industry for their entire lives, or made 1-2 moves within their industry—but industries needed experienced managers and experts.	Retention suddenly became a problem, with globalization, increased transferability of job skills, and almost no one staying in a single job or work location for life anymore.	Retention of top talent on the planet is a number one priority for all organizations, in a world where the workforce is "mobile" and the average person holds not only 6 or 7 jobs, but several different careers, in a lifetime.
Methods	Employers seeking to recruit talent relied mostly on "big boy" networks, want ads, and word of mouth.	Employers started needing help finding skilled talent for specialized positions to support growth.	Employers pretty much had to hire Recruiters and Recruiting firms now, to attract top talent from around the world.	Employers need Recruiters to Search beyond today's industry databases for talent strategies to fuel tomorrow's growth.



Ready to talk to a Redmond Consultant?

Contact us today at 1-920-854-6555 or visit us online at www.redmondresearch.com

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