

Dear,

Welcome to our Winter e-update. As 2011 draws to a close we wanted to keep you up to date with what we've been up to over the last few months. We also wanted to take this opportunity to thank you for your support this year. Our success has always echoed your success and we look forward to continuing to work with you for a number of years to come.

GENDER DIVERSE BOARDS ESSENTIAL...SAYS CONSUMER SECTOR

This is the clear message from our latest in-house research report [Gender Diversity on Corporate Boards: lessons from the consumer sector](#). The report, which is based on data collected from senior executives and board level employees at some of the world's biggest consumer companies, found that the sector is largely opposed to the prospect of imposed quotas from the EU.

Looming in the background for firms with European operations is the 'threat' (as many perceive it) of quotas for the recommended number of women that should make up a board. Currently Norway, Spain and France are the only EU countries that have a legal quota system. In the next few years, if more member states or companies do not voluntarily move to a more diverse board structure, the European Union will begin enforcing quotas. Only 8% of respondents to Nigel Wight's survey believed quotas were necessary to incite change.

Time might be running out, however, for consumer businesses to pre-empt this shift in policy. An alarming 79% of respondents indicated that gender diversity was not a top ten strategic agenda at their business. Despite this, the majority agreed that having more women on the board would lead to better decision making, greater awareness of and attention to managing risk, better understating of employees' needs and better understanding of business culture.

The full report which includes a summary of other research conducted into this area and a suggested further reading list, can be downloaded [here](#).

TRUST WILL DRIVE PRODUCTIVITY....

This is the conclusion of a new joint report published by Nigel Wright and a leading international Business School. The report, which is based on an in-depth survey of over three hundred senior executives and managers, from a diverse range of businesses, suggests that building trust at all levels – organisational, managerial and within functional teams – can result in a multitude of positive outcomes for business.

Some of the specific benefits include: improved self esteem of employees, a reduction in levels of stress and in the inclination of employees to quit or to look for a new position.

The research surmised that in difficult economic climates, issues of trust are brought to the fore within organisations, as employees become increasingly concerned over job security and job prospects. The report argues that engendering trust in organisations is an important step to take in rebuilding the bridges that have perhaps been burned within organisations, in recent times.

The full report can be downloaded [here](#).

CONSUMER FOCUS MAGAZINE

Download the 2011 edition of Consumer Focus, Nigel Wright Group's in-house magazine [here](#)

In this issue of Consumer Focus Magazine we offer a global perspective on the Consumer sector. We consider the challenges for businesses seeking to grow in some of the more developed European markets as well as the abundance of opportunities for Consumer firms in emerging economies. You can read in-depth interviews with global leaders from Porsche Design, Danone, Sakgen Designs, L'Oreal, Berghaus and Reckit Benkiser. We also feature all of the latest news and trends from our teams, including the most up-to-date European salary benchmarks.

SOCIAL MEDIA EVENTS

Following the release of our [Impact of Social Media on Recruitment](#) report back in February, We have been promoting the wider debate around social media to consumer sector executives across Europe. Three events, which have focused on social media in marketing and recruitment, have taken place in London, Copenhagen and Oslo over the last six months.

The events in London, Copenhagen and Oslo were all well attended and everyone went away with plenty of ideas on how to implement social media into their businesses. As Simon Day noted *"I thought the speakers were excellent and there was a great mix of people there too. The benefit was 50% learning and 50% inspiration...I'll see what I can make of it in the coming months!"*

We are planning further social media events in all of our remaining European territories next year. If you would like information about forthcoming events, please contact us at info@nigelwright.com

WHAT ARE YOU WORTH?

It's that time of year again... As a company that is at the core of recruitment in Europe, it is essential that we acknowledge market movements and understand the effects these changes have on employment and the overall business environment. Please click on the link below to participate and support us in our annual salary survey. All responses are strictly anonymous and confidential. The results will be published at the end of February 2012.

To take part in our survey [please click here](#).

NEW GLOBAL WEBSITE FOR NIGEL WRIGHT...

In August 2011 Nigel Wright Recruitment launched its new website. The design and improved interactive qualities of the site is intended to support our international expansion by showcasing our 'global' expertise in the consumer sector.

One feature of the new site is the dedicated Media and Resources section, which brings together, for the first time, all of Nigel Wright Recruitment's publications including European consumer sector salary surveys, specialist industry reports, international market updates, executive interviews and magazines.

There are also plenty of opportunities for visitors to search for jobs, submit their CV or register for job alerts. You can also interact with our social media presence on Twitter and LinkedIn via links on the site.

You can visit our new site [here](#):

NETWORKING IN PARIS...

In October, Business Leaders from France's leading consumer companies descended on Caves Petrissans in Paris for the Nigel Wright 'MD Dinner'.

After experiencing continued growth in France, despite challenging economic conditions, Nigel Wright invited executive business leaders, including Directors from some of France's leading consumer companies, to take part in an evening of informal networking at the world famous venue.

The idea behind the event is to provide executives from the FMCG and wider consumer sector, an opportunity to establish connections and discuss topical issues. The intimate format of the evening meant attendees were able to enjoy a relaxed and informal setting and this is the intended arrangement for forthcoming events in 2012.

Anyone interested in attending the next Nigel Wright MD Dinner in Paris should contact Arnaud Gimonet arnaud.gimonet@nigelwright.com.

WORK FOR US

Nigel Wright is hiring. Please contact us to discuss the opportunities we currently have in our business.

CONTACT US

If you would like to discuss any of the topics contained in this update in more detail or to discuss your recruitment requirements please contact us directly:

T: 0191 222 0770

E: info@nigelwright.com

W: www.nigelwright.com