



2011 Mid-Year BlueSteps Executive Outlook Report

The majority of senior executives have no concerns about making a career move in the second half of 2011, and expect to find opportunities within the Business Development and General Management functions, and in the Energy/Natural Resources and Healthcare/Life Sciences industries. This survey was conducted across the BlueSteps database of senior executives from June 1 – 22 2011, and received 821 responses, including 51% from the Americas, 31% from EMEA and 18% from Asia Pacific.

Senior Executives Interested in Career Moves - Even Without Compensation Increase

BlueSteps survey finds job seekers are using networking and executive recruiters to succeed

The BlueSteps 2011 Mid-Year Outlook Report shows that although most executives surveyed are interested in making a career move this year, over half the respondents (52%) expect their compensation level to remain the same. This supports findings from the 2011 BlueSteps Executive Mobility Report, where 65% expected to make only a lateral career move, and stay at their current level for the next three to five years. This evidence of realism may reflect the continuing economic uncertainty and contrasts with findings from a BlueSteps survey in January 2011, where the majority (55%) expected their compensation level to increase.

Nevertheless, the high percentage of employed senior executives surveyed (82%) who are planning to look for a new opportunity and have no concerns about making a career move indicates that the fear of moving prevalent during the recent recession has receded. Consistent with surveys from previous years, senior executives would be most enticed by the offer of a better role with increased responsibility, whilst some would feel hindered by a decline in compensation (34%) and market instability (32%).

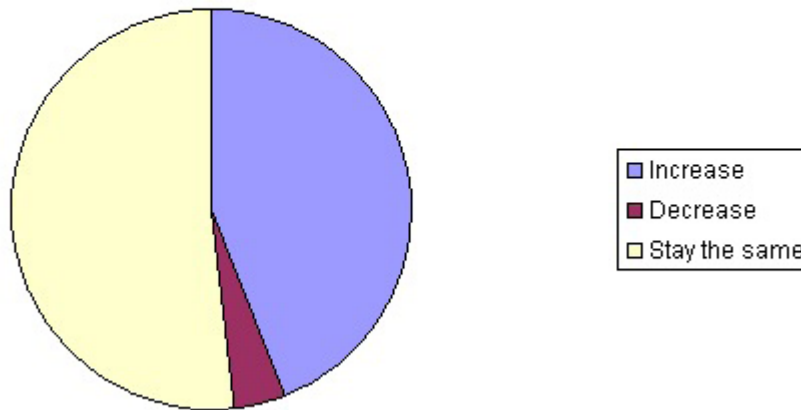
53% of respondents reported that in-person networking (e.g. referrals, industry events, networking groups) was the job search technique that has proved most successful in their past career transitions, while an even greater number (70%) expect this method to be the most successful technique used in future career transitions. Executive recruiters and online networking were also rated as helpful in job search, whilst online job boards, hiring organization websites and print ads were rated as least successful.

Peter Felix, President of the Association of Executive Search Consultants and BlueSteps comments: "It is reassuring to see confidence levels rebounding quickly after the economic crisis, although most senior executives in our survey look to gain further experience at their current level rather than seeking an upward move. With job seekers now focusing their efforts on networking to achieve career success, a polished "elevator pitch" and on-point branding statement will be essential tools for success when connecting with executive recruiters. With this level of competition, standing out from the crowd will be key."

Senior executives see the greatest need for executive talent within the Business Development, General Management/CEO/COO, and Sales and Marketing/PR functions. Industries offering the most opportunities include Energy/Natural Resources, Healthcare/Life Sciences, and IT/Technology/Telecoms. Consistent with previous Outlook reports, respondents believe that China, the US, Brazil and India will see the greatest need for talent in the second half of 2011.

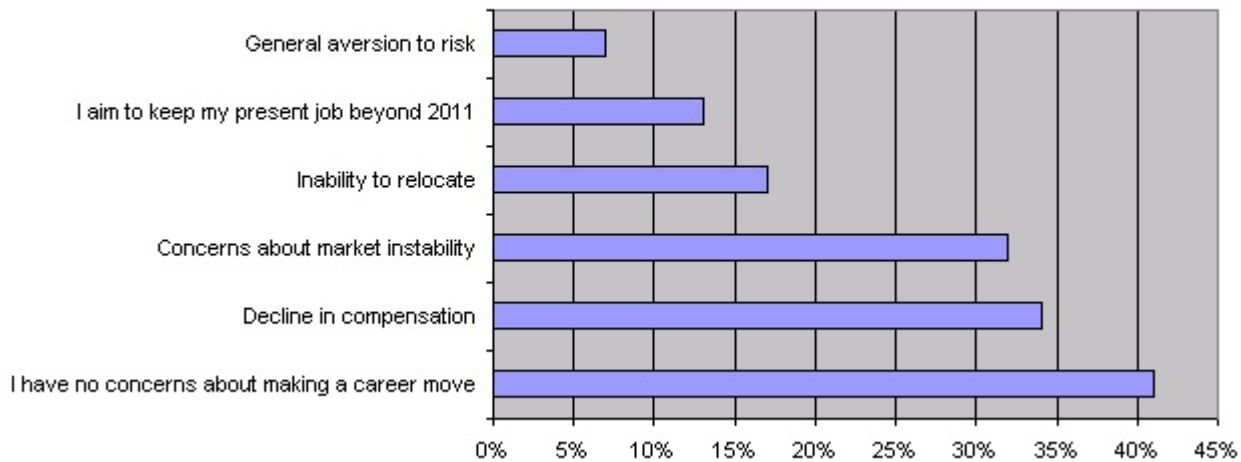
In contrast to findings from a January 2011 survey (where 55% of respondents expected their compensation level to increase), the majority of respondents (52%) expect their compensation level to stay the same in the second half of the year.

Do you expect your compensation level to increase, decrease, or stay the same in the second half of 2011, as compared to the first half of the year?



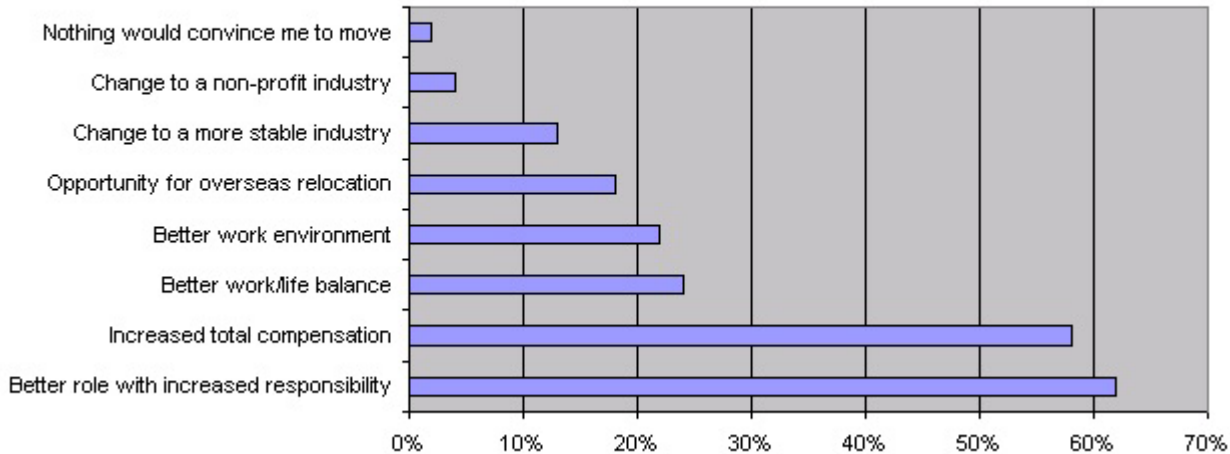
The majority of senior executive respondents (41%) have no concerns about making a career move in the second half of 2011, although some would be hindered by a decline in compensation (34%) and market instability (32%).

What elements might hinder you from making a career move in the second half of 2011? (select top 2 elements)



Consistent with surveys from previous years, senior executives would be most enticed by the offer of a better role with increased responsibility (62%) and an increase in total compensation (58%).

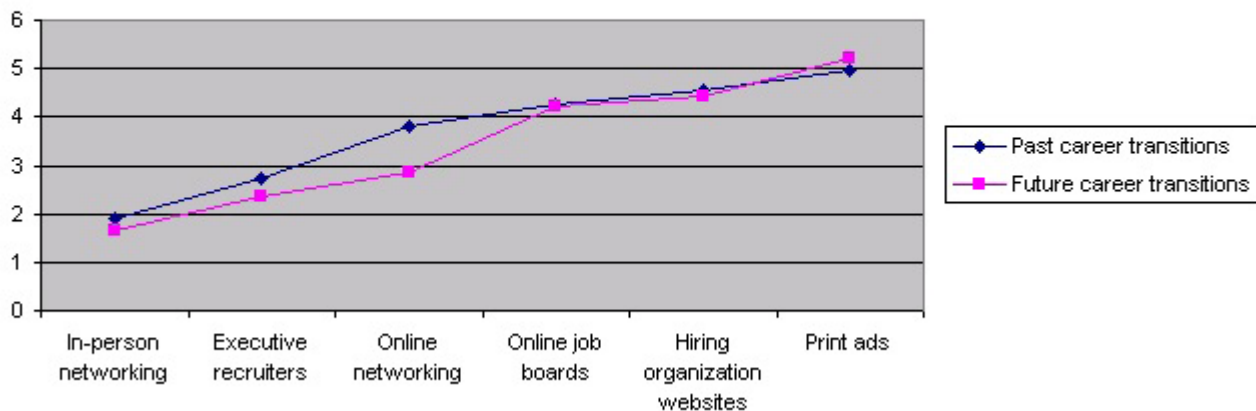
What benefits would most entice you to consider making a career move in the second half of 2011? (select top 2 elements)



Job Search Resources

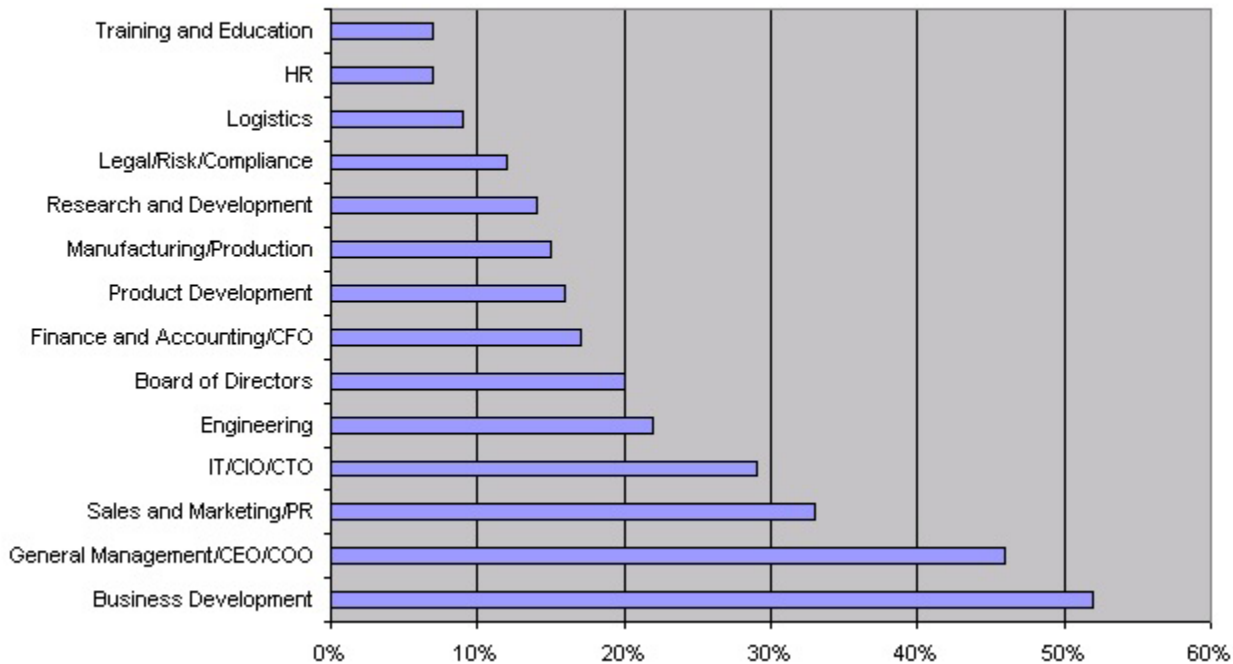
Senior executives found in-person networking (e.g. referrals, industry events, networking groups) to be the most successful job search technique in their past career transitions, followed by executive recruiters and online networking (e.g. LinkedIn, Viadeo, Xing). Print ads and hiring organization websites were the least successful. This rank order remained the same when asked which technique would be key to their future successful career transitions.

Please rank which job search technique has been most successful in past career transitions, and which will be most successful in future career transitions? (1 = most successful, 6 = least successful)

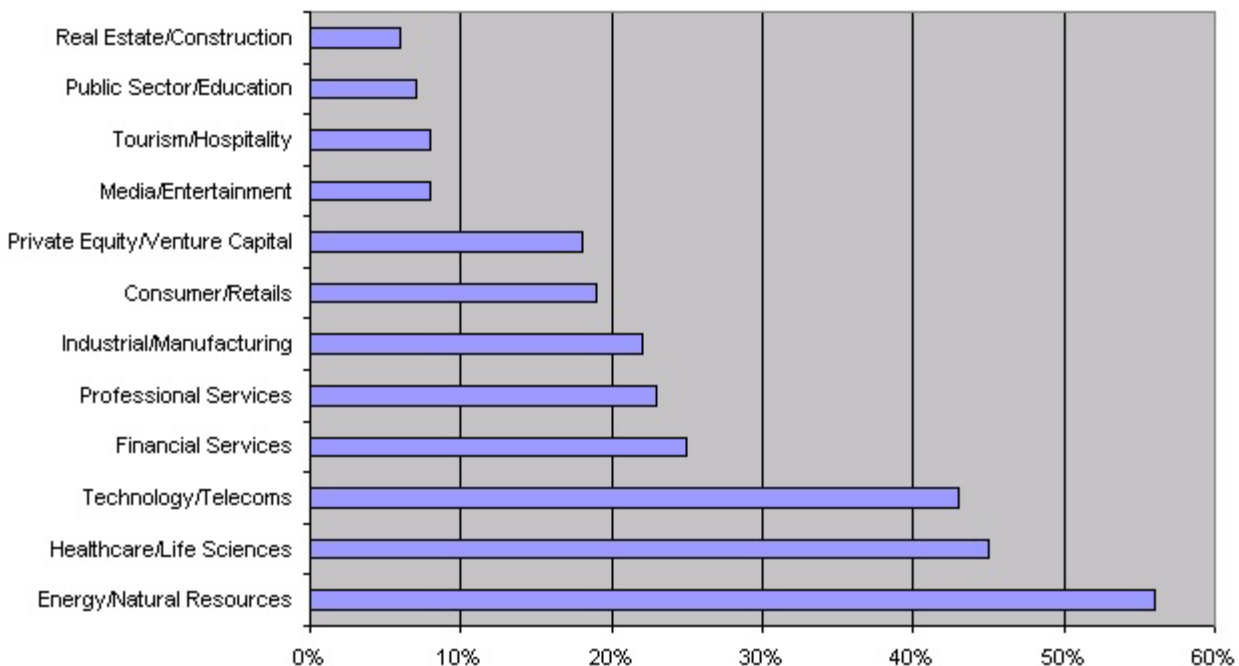


Senior executives see the greatest need for talent within the Business Development, General Management/CEO/COO and IT/CIO/CTO functions in the second half of 2011, and within the Energy/Natural Resources, Healthcare/Life Sciences, and Technology/Telecoms industries. Consistent with previous surveys, respondents reported that China, the US, Brazil and India have the greatest need for executive talent.

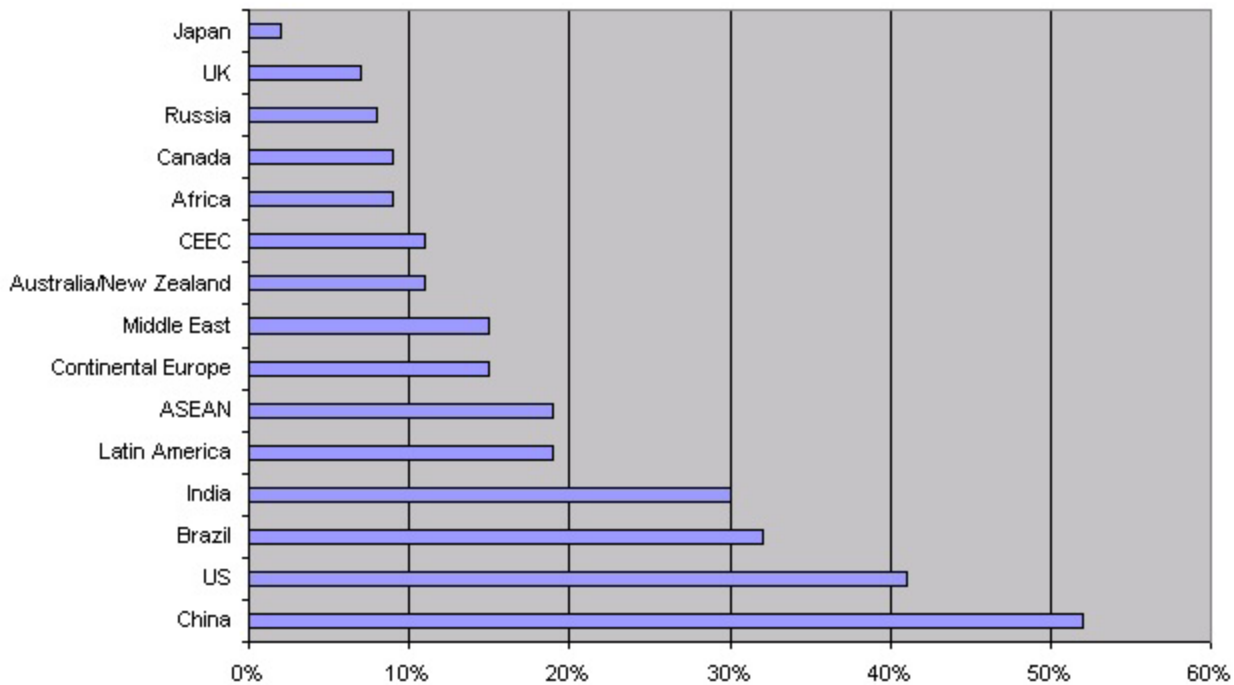
Which function do you think will see the greatest need for talent in the second half of 2011? (select up to 3)



Which industry do you think will see the greatest need for talent in the second half of 2011? (select up to 3)



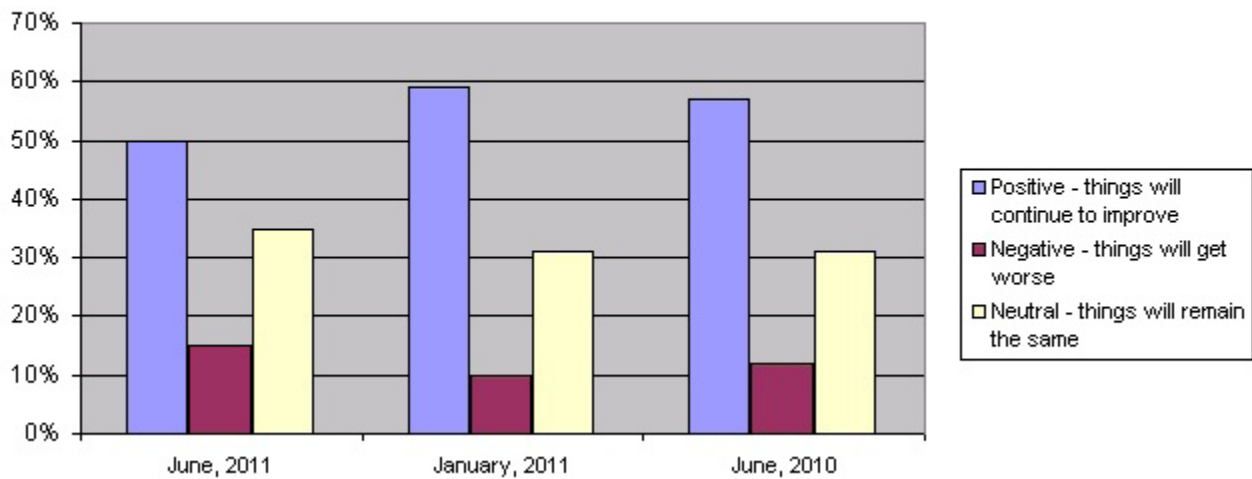
Which market do you think will see the greatest need for talent in the second half of 2011? (select up to 3)



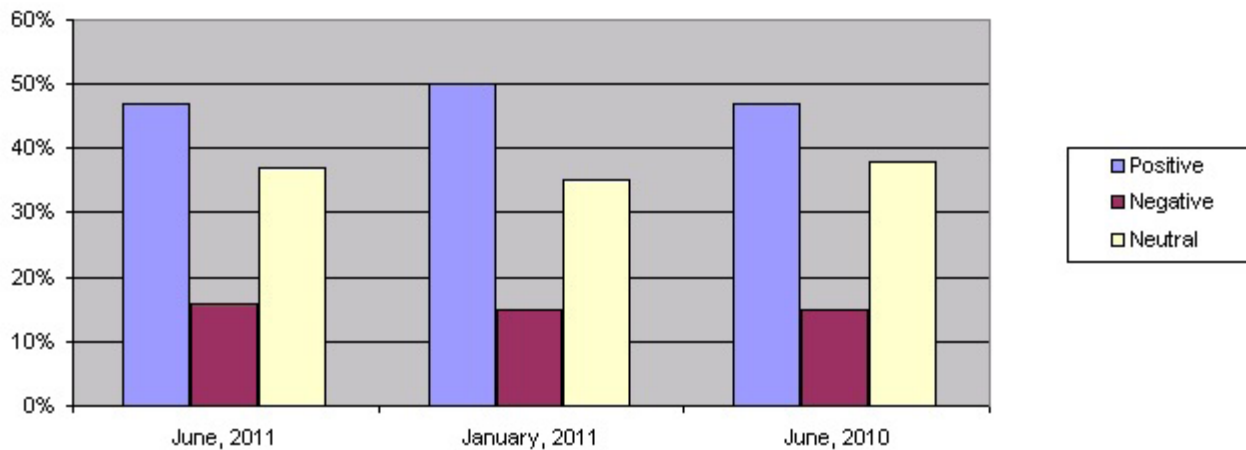
Senior Executive Outlook

The majority of senior executives (50%) hold a positive outlook for business in the second half of 2011, although this figure has declined from highs seen in the January 2011 (59%) and June 2010 (57%) Outlook Reports. 84% of respondents hold a neutral to positive outlook for executive job opportunities in the second half of 2011.

Is your outlook for business in the second half of 2011 positive, negative, or neutral?



Is your outlook for executive job opportunities in the second half of 2011 positive, negative, or neutral?



About the Survey

The survey was conducted from June 1st – 22nd 2011, and received 821 responses, including 51% from the Americas, 31% from EMEA and 18% from Asia Pacific. Respondents are senior executive members of BlueSteps.com, the online career management service offered by the Association of Executive Search Consultants (AESC), with an average salary of \$230,000 USD (or regional equivalent).

About BlueSteps.com

BlueSteps.com is an online career management service for global senior executives. As an exclusive service of the Association of Executive Search Consultants (AESC), BlueSteps enables senior executives to make their career profile accessible to over 6,000 retained executive search professionals who are members of the AESC, and use the database as an additional resource in their candidate and source identification process. BlueSteps members can stay informed of executive job market trends and news via the BlueSteps Career Channel, and use a variety of tools and resources to facilitate the successful management of their executive career path. For more information, please visit www.BlueSteps.com.

About The Association of Executive Search Consultants

The Association of Executive Search Consultants (AESC) is the worldwide professional association for the retained executive search industry. The AESC promotes the highest professional standards in retained executive search consulting, broadens public understanding of the executive search process, and serves as an advocate for the interests of its member firms. For more information, or to download the AESC Code of Ethics and Professional Practice Guidelines, please visit www.aesc.org.

The AESC also offers www.executivesearchconnect.com, a service for the HR community offering industry information and tools to assist with senior executive recruiting, including access to the AESC membership directory.

