

Mastering C-Suite executive search

Executive search is a combination of science and art. As masters of this The Amrop Partnership, advises the world's most dynamic, agile organizations on identifying and positioning future leaders adept at working across borders, in markets around the world. At the end of 2021, Amrop concluded two searches, CEO and Board Member for Latvenergo AS, Latvia's largest and most valuable company. "With the Latvenergo project, search detailed insights into candidate's professional and personal qualities was very important as well as their reputation and image in the community. A deep dive was conducted into many elements along with the understanding of the clients' business models and main drivers as a prerequisite of successful assignments," Aiga Arste-Avotina, managing partner at Amrop, explains.

With 66 offices in 54 countries, Amrop is one of the world's largest retained executive search partnerships, offering a range of Leadership Advisory and Board Services. Its Context Driven approach to executive search encompasses shared values, standards, policies and procedures, while reflecting the unique 'on the ground' realities in local markets around the world. With broader coverage than other global search organizations, Amrop consultants or know their markets because they've built their businesses in them.

Arste-Avotina notes that overall, hiring organizations demand more quality. "They want to have clear value for money. As in many other fields, competition is growing and executive search on the one hand does not

demand high entrance barriers (no extensive investments are needed to start a consultancy business), but on the other hand, knowledge, and experience pile up with years and decades of work." Amrop partners with organizations to define the executive profiles they need to implement their strategies, address their challenges and drive their business further (required track record, leadership capabilities, and skills for a specific position or key function) while considering the maturity level of these organizations, their business model, and environmental constraints.

Latvenergo Group is a convincing leader in the Baltic States in green energy and is planning an ambitious breakthrough in new business segments. Arste-Avotina says: "It is the largest company

in Latvia, therefore candidates had to bring ample experience from large-scale organizations with complex structures, diverse businesses, and advanced technologies. As Latvenergo will have to make some strategic shifts in the near future, we knew that the new CEO should have the ability to change the course of the company, to adapt to the business, environmental, and customer demands and to create a new organizational culture more open to innovation and entrepreneurship."

Amrop in Baltics and Ukraine with offices in Riga, Tallinn and Kiev plays a major role in shaping the future of businesses in that region by putting strong leadership teams in place for the largest and most important organizations and state-owned and public companies, as well as in finding the key people for the fastest growing and innovative local and global companies.

