



**TALENTWORK**<sup>®</sup>

Executive Search &  
Human Capital Consulting

COMPANY  
**PROFILE**





The most exciting place  
to discover talent  
is in yourself.

*- Ashleigh Brilliant*

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TALENTWORK®

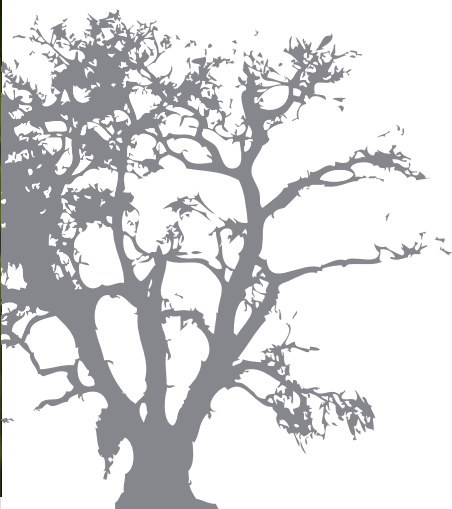
Founded in 2011 and privately owned, TalentWork is a newly established executive search consulting firm in Malaysia. Our vision is to be the advisor of choice among top companies seeking guidance and counsel on mid and senior leadership needs.

We are new, but we have wide and in-depth experiences in search and selection. The founder of TalentWork and our team have worked hard over the years to establish trusted relationships with hundreds of employers across numerous practice areas, and have amassed strong candidate databases.

Placing qualified candidates in to mid, senior and top management positions with the right companies is the heart of our business. We are diligent when defining the position specification, to ensure we assemble a team of consultants with the subject matter, functional and regional expertise to support the engagement. Our team draws on its high-level professional networks, industry knowledge and internal research resources to give it a broad reach in identifying potential candidates.

Our team has in-depth experiences in serving clients across a range of industries, from multi-national corporations to medium-sized businesses and entrepreneurial start-ups. Our intelligence-driven boutique approach ensures focused personalized attention while virtually eliminating excessive off limits restrictions associated with multi-office firms.

TalentWork will simply **MAKE IT WORK** for you.





## Zakaria Abd Hamid | *Chairman*

Zakaria Abd Hamid possesses a Bachelor of Economics degree from the University of Malaya. He is a qualified Certified Financial Planner and is a member of the Financial Planning Association of Malaysia. He has over 33 years of experience in banking, corporate finance and advisory services.

Zakaria has held senior positions in various organizations including Maybank Berhad, Bumiputra Merchant Bankers Berhad, Technology Resources Industries Berhad, Malaysia Helicopters Services Berhad, Natwide Group of Companies and KYM Holdings Berhad.

With his vast corporate and banking experiences, he has been a board director in various companies and financial institutions. He used to sit on the boards of PLCs, commercial bank, investment bank, islamic bank, stockbroking firm as well as a global financial group.



## Theo Chin Teck | *Managing Director*

Theo ChinTeck, a graduate with an honour's degree in Management Accounting from Universiti Teknologi Malaysia (UTM), started his career with one of the "Big 4" accounting firms. Gifted with good interpersonal skill and a passion for talent development, ChinTeck subsequently joined a US-based international executive search firm, where he spent more than five years leading the Financial Services Team and won numerous international and local awards during his tenure with the firm. Thereafter, he joined a local regional search firm as their Country Director for Malaysia & Singapore.

ChinTeck brings along vast experience in senior search assignments for both MNC's and local listed companies, with forte in filling their senior management and C-suite positions, i.e. CEO, CRO, COO, CFO & etc. He understands client needs and is creative in providing solution.



## Our Vision

To be the advisor of choice among top companies seeking guidance and counsel on mid and senior leadership needs

## Our Values

### Teamwork

We work together with our clients and candidates as a team based on mutual respect and dignity.

### Service Excellence

We are committed to deliver high standard and excellent services to our clients and candidates.

### Integrity

We are professional, honest and ethical in all our dealings with our clients and candidates.

### Improvement & Innovation

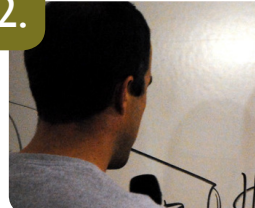
We are passionate about constant improvement and innovation.

## Our Approach & Search Methodology

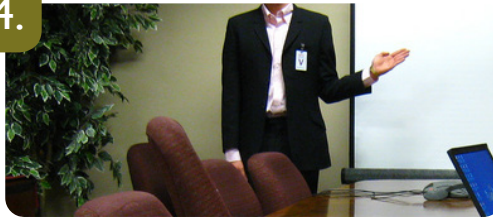
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2.



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### 1. Client Engagement

Each assignment begins with an initial briefing from the Client during which the key parameters of the search are agreed and documented. We will then carry out an assignment study which usually involves visiting the Client's office and meeting with key executives to discuss the business environment, culture, priority and any other issues that may affect the assignment.

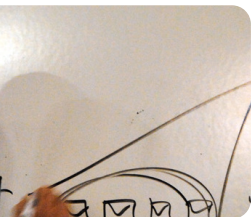
### 2. Research & Strategy

Having defined the key selection criteria with the Client, we continue our targeted research into companies and sectors to find those best qualified for the role. Using our proprietary database, personal contacts, networks and research, we speak to sources familiar with those companies and industries to seek informal views and opinions on individuals we believe may be relevant and qualified.

### 3. Short-listing & Preliminary Interview

On the basis of our research, we approach potential candidates on an informed basis (either via phone or face-to-face depending on the logistics). Once we determine that an individual is both qualified and interested in the role, we meet in person for further evaluation. Before presenting any candidate to the Client, we conduct a competency-based interview. Each candidate is assessed on his or her technical expertise, communication and management skills, professional experience, qualitative and quantitative achievements, and personality.





3.



6.



#### 4. Profile Presentation

We will then prepare a profile of each shortlisted candidate outlining essential facts about the candidate's background and experiences. These profiles will be presented to the Client for further shortlisting.

#### 5. Client Interview & Reference Checking

Arrangements will then be made for the Client to interview the candidates they wish to see after reviewing the profiles. After the Client has selected the preferred candidate, our consultants conduct a thorough referencing to further measure and assess competencies, strengths and weaknesses, and to provide our Client with external views of the individual.

#### 6. Closing

We will participate in any negotiation when an offer is made to a candidate. All unsuccessful candidates will be courteously informed.



A really great talent finds  
its happiness in execution

*- Johann Wolfgang von Goethe*





## 1. Financial Services

- Asset and Wealth Management
- Consumer Financial Services
- Financial Technology
- Global Banking and Markets
- Insurance
- Investment Banking
- Private Equity/Venture Capital
- Real Estate Investment
- Wholesale Banking

## 2. Industrial

- Aerospace and Defense
- Airlines and Commercial Aviation
- Automotive
- Basic Industries
- Capital and Electrical Equipment
- Chemical and Process Industries
- Distribution and Services Industries
- Energy
- Industrial Infrastructure
- Oil & Gas
- Power
- Property & Construction
- Renewable Energy, Clean Tech and Sustainability
- Supply Chain

## 3. Consumer

- Consumer Products and Services
- Leisure and Hospitality
- Media, Entertainment and Convergence
- Retail

## 4. Healthcare

- Health Services
- Medical Technology, Devices and Diagnostics
- Pharmaceuticals and Biotechnology

## 5. Non-Profit & Association

- Cultural Institutions and Foundations
- Education
- Global Development
- Public Sector
- Trade and Professional Associations



## 1. CEO/Board Services

- Chief Executive Officers
- Board Directors

## 2. Corporate Officers

- Corporate Communications
- Financial Officers
- Human Resources Officers
- Information Officers
- Investor Relations
- General Counsel and Legal Officers
- Government and Regulatory Affairs
- Marketing Officers
- Risk Officers
- Supply Chain Officers



## Commitment to Green

TalentWork promotes “Green”. This includes the use of energy-efficient LED lighting wherever possible, with the goal of being entirely LED-lit in the future. We have installed water-saving and energy-saving devices in our office and Energy Star-rated appliances throughout the space, including computers, printers and copiers.

## Commitment to Communities

TalentWork employees live, work, and raise their families in the communities where the company does business. We consider it our responsibility to devote resources to improving the quality of life in our home communities.

TalentWork believes that when people work together, great things happen. We join forces to help meet community needs, not only through monetary means but also through volunteerism.

## Commitment to Employees

TalentWork encourages everyone to find a balance between their personal and professional lives to give back to the communities where they work and live.

We believe that by promoting teamwork and celebrating milestones, our employees will continue to excel and find innovative ways to make work fun.





## Agensi Pekerjaan

**TalentWork Sdn Bhd** (932044-K)

J-6-8, Solaris Mont' Kiara

No. 2, Jalan Solaris

Mont' Kiara

50480 Kuala Lumpur

Malaysia

**Telephone** +(6) 03.6203.6480

**Fax** +(6) 03.6211.3443

**E-mail** [info@talentwork.com](mailto:info@talentwork.com)



**Facebook**

<http://www.facebook.com/talentwork>



**Twitter**

<http://www.twitter.com/talentwork>



**LinkedIn**

<http://www.linkedin.com/company/talentwork>

