

METHOD & PROFESSIONAL APPROACH OF OUR CONSULTING PHILOSOPHY

It is our philosophy in the identification and evaluation of high quality domestic staff that it is better to judge according the proven performance, achievements, and most importantly personality, rather than on the basis of education, skills and alleged abilities.

In our opinion, the last performance of a butler, household manager, personal assistant, domestic couple etc. is the best indication of what may be expected in the future. A person who has proved to be successful in the past will probably show the same qualities in the new position for which he or she is chosen. Education and abilities alone mean little when they are not reflected in a superior professional performance. A successful professional career is therefore the best criterion for judging whether a person is qualified for any given position.

It is our aim to recommend for a particular position the best-qualified person. We achieve this aim through painstaking research and numerous interviews to gain an insight into both the client's needs and the candidate's goals. In this way we can also assess the top candidates for our client on a comparative and therefore more reliable basis.

The research, interviews and evaluations will be conducted in an impartial and confidential manner. Throughout the assignment we work closely and in strict confidence with our client who is kept informed of our activities by means of regular verbal or written progress reports.

Our consulting activity is therefore carried out in the following phases;

1. Detailed initial consultation with our client for the purpose of getting to know the client's estate, residence, business, yacht, vacation home or otherwise, the client's specific needs and objectives as well as personnel already in place.
2. Formulation of specific areas of responsibility. Determination of the position to be filled and definition of authority. Description of the required personality profile complementary to the client and the personnel team, if any, already in place, character traits and preferred experience.
3. Identify, approach, interview and evaluate potential candidates. Analysis and appraisal of the results of all interviews, our conclusions and recommendations. We assist with reference and background checks on selected candidates. Assistance with contract negotiations, obtaining work-permits etc. Training, counseling and follow-through with regard to motivation and integration of the new staff member into the client's household and current personnel team, if any appropriate.