



MILLION HOLDINGS  
INTERNATIONAL  
PVT. LTD



# CORPORATE BROCHURE

*Million Holdings with Million Opportunities*





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# Who We Are

Million Holdings International is also a culture of collaborative success. We work across sectors and offices in major cities of India to find the transcendent talent that will deliver financial value for your company today, tomorrow, and for years to come. Million Holdings International offers a variety of ways for clients and candidates to work with us to achieve their business and professional goals. Regardless of the approach, Million Holdings International unique culture and rigorous methodologies drive competitive advantage. We provide trusted, consultative service by truly listening and responding to the needs of our clients, candidates, and associates. Million Holdings International is the premier recruiting partner in assisting mid-tier to top 100 companies in all over the world to find transcendent talent; candidates fully realize their career ambitions; and associates finding professional fulfilment and financial success. Through first-hand work experience, Million Holdings International's technology recruiters know how quickly the competitive parameters within the industry can shift. In technology, perhaps more than in any other industry, time is of the essence. Armed with an in-depth understanding of staffing needs and our exceptional network of connections across the industry, our executive recruiters can expeditiously deliver technology professionals who have both superior interpersonal skills and strong technical capabilities. These are the technology professionals who will drive business results for your company. Our enthusiasm for new, better techniques come out of continually working at the cutting edge of technology. It is with creativity that Million Holdings International has developed many tools unique to Overseas Recruiting Assignments. Million Holdings International retain a panel of thirty-two professionals from various trade and industry in order to ensure you get what you are looking for manpower that is efficient, educated experienced.







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# Our strategy

Hiring organisations increasingly desire talent partners able to service the full breadth of the talent agenda. This encompasses not only the traditional service provision of specialist recruitment and outsourcing but also, in recent years, the growing demand for specialist talent advisory and consulting solutions such as market intelligence and ED&I (equity, diversity and inclusion) audits. Provision of these advisory and consulting services allows us to broaden and deepen client relationships (often giving a route into the C-suite) as well as qualifying Million Holdings International to provide additional services. This evolving landscape informs the framework under which the Board considers how the business can best serve clients and candidates across its markets, both now and into the future. Our growth strategy has been stable for a number of years, reflecting the long-term structural tailwinds we have positioned ourselves to benefit from. Demographic change, and in particular ageing societies, will continue to drive a global shortage of skilled labor, making talent partners like Million Holdings International ever more valuable to organizations as they seek the right talent to develop and grow. As such, as we look out across both our existing markets and markets which offer exciting future opportunities, we are convinced there is plenty more to go for. We will drive this growth by remaining focused on the organic levers of geographic penetration (and expansion where there are compelling opportunities to do so) and discipline diversification. Additionally, we are increasingly mindful of the potential to enhance growth through capital investment – both organically and inorganically.







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# Our advantage

At Million Holdings International, our purpose is to power people and organisations to fulfil their unique potential. In a competitive market- place, the quality of service we have consistently delivered to our clients and candidates for close to four decades has seen the Million Hold- ings International brand develop the strength it has today. Each day, over 3,600 colleagues spread across 31 countries live out our core principles of teamwork, integrity, passion, innovation, quality and inclusion as we solve talent challenges, champion people's stories and deliver better experiences and outcomes. Our purpose drives our environmental, social and governance ("ESG") commitments as we seek to positively impact lives, reduce our environ- mental impact and be a responsible, ethical business. It also means we put people and relationships first, investing in technology which gives our consultants more time to deepen candidate and client relationships all while building a dynamic culture to attract and retain the best people.







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## **OUR WINNING 4P FORMULA APPROACH TO DELIVER GROWTH AND SUCCESS:**



**PIONEER**

of Organized  
Recruitment



**PLACED**

Professionals across  
Sectors



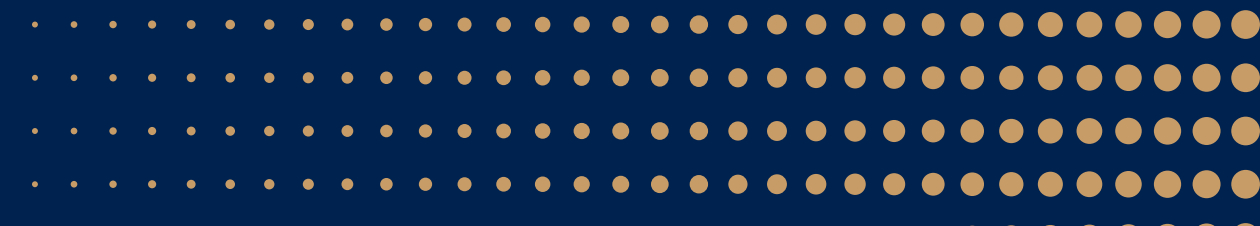
**PASSIONATE**

Industry specific  
Experts



**PREFERRED**

Partner of our  
Clients







**MILLION HOLDINGS  
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**25+**  
YEARS OF TEAM'S EXPERIENCE

**9870+**  
TALENTS RECRUITED



**85+**  
RECRUITMENT CONSULTANTS

**18+**  
INDUSTRY VERTICALS



**560+**  
SATISFIED MNC CLIENTS

**Our  
Accomplishments**





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# Our Services



## EXECUTIVE SEARCH

- We are specialists in skilled mid & high-level executive search & talent acquisition.
- Our team is very strong in locating, assessing & hiring leaders with outstanding track records.
- Quality talent resourcing provides clients with the best talent from the industry.



## CXO HIRING SERVICES

- This relates to the hiring at the topmost level of the organization such as CEO, COO, CFO, CTO, CIO (both public and private).
- A team specially dedicated to CXO Hiring Services works on the mandate across different industry and functional verticals.



## TURNKEY RECRUITMENT PROJECTS

- In-time mass recruitment to address the massive expansions, M&A, new product launch, new project implementation, cultural turnaround exercise etc.
- Project specific assignment and faster resource mobilisation.



## INTERIM MANAGEMENT

- Providing senior-level versatile, experienced talent on a contractual basis for meeting short-term business goals.
- Service for start-ups, business turn-around, crisis management and recruitment gaps.
- Faster resource mobilisation.



## HUMAN RESOURCE CONSULTING

- Providing custom-designed services like:
- Salary Assessments
- HR Consulting
- Change Management
- Training & Development
- Competency Development
- Recruitment strategy





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# Process flow it

1

## PREPARATION

- Arrange client briefing
- Defining client needs and understanding the organisation.
- Preparing profile of requirements (JD)
- Determine search strategy and execution plan
- Compile a list of target companies and industries

2

## RESEARCH

- Market Research
- Analyse candidates' information
- Utilise our network along with our database
- Newspaper Ads Preparing a long list of candidates
- Get candidate confirmations of interest in the position

3

## ASSESSMENT

- Assessing relevant candidates
- Specific Job opportunities are only discussed with candidates who pass our assessment
- Drafting of a short list
- Preparing the confidential assessment report identifying the best-qualified candidates

4

## SELECTION

- Presenting of a short list to the client
- Client interviews
- Selection of the best candidate(s) by client
- Cross-Checking references
- Assist in Medical, Visa & Immigration
- Also continue sourcing to he has been candidates

5

## COMPLETION & FOLLOW-UP

- Supporting package negotiations
- Networking with finalist candidate(s) until joining beyond
- Orientation & Ensuring smooth transition
- Obtaining client's feedback on the process quality and service





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**BANKING &  
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**FINANCIAL SERVICES  
& CONSULTING**



**PHARMACEUTICAL &  
HEALTHCARE**



**INFORMATION  
TECHNOLOGY**



**BPO & KPO**



**RETAIL &  
LIFESTYLE**

**Industry Verticals  
We Cater**





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**HEAVY INDUSTRIES AND  
MANUFACTURING**



**OIL & GAS**



**INFRASTRUCTURE &  
CONSTRUCTION**



**TELECOMMUNICATION**



**HOSPITALITY**



**CONSUMER  
SERVICES**

**Industry Verticals  
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# Why Choose Us?

- Decades of Recruitment Experience (250+ years of Team Experience)
- Fastest Response Time (48 hours, for sharing the CV)
- Most competitive Fees in the Industry
- Largest Candidate Database (20 Lakhs+ own database & 4 Crores+ portal database)
- Highly Skilled and Professional Team
- Tailored and personalized Client Servicing
- Well Defined and High-performance system and Processes
- Client Confidentiality and Transparency
- Dedicated 24x7 Support Team with live chat
- Providing Our services Globally
- Quality consciousness and Consistency (ISO 9001:2015 Certified)
- Urgent Replacement on all levels of recruitment







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**Contact Us**

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