BECOMING EXTRAORDINARY

DECODING KPMG AND OTHER STAR PROFESSIONAL SERVICE FIRMS

PIETER KLAAS JAGERSMA PH.D.

On Becoming Extraordinary Star Professional Service Firms

Pieter Klaas Jagersma

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On Becoming Extraordinary Pieter Klaas Jagersma, 2014-09-29 On Becoming Extraordinary Star Professional Service Firms reveals the strategy of the world's best professional service firms PSFs. The book is based on a 5 year research study and takes the reader deep inside the workings of the peak of the pyramid It is a contemporary classic of managing PSFs On Becoming Extraordinary is a close up real life look at the art of managing and leading professional service firms Why do some PSFs prosper in extraordinary fashion while others fail to do so What do these special firms do that makes them excellent What makes them really tick In developing my perspective on PSF excellence I drew on the following sources of information and analysis 1 interviews with senior officials of PSFs 2 interviews with senior officials of client organizations primarily members of management advisory and supervisory boards 3 secondary research and archiving material and 4 interviews email exchanges and telephone conversations with knowledgeable outsiders Star elite or peak of the pyramid PSFs are those firms that 1 categorized themselves as leaders in their industries Furthermore in each of the eight areas targeted in the study I identified those firms that had consistently outperformed their competitors according to 2 client executives as well as 3 peers Based on these criteria my analyses led to the selection of 116 star PSFs categories in alphabetical order 7 accounting firms 17 advertising agencies market research firms public relations marketing communication firms 5 executive search assessment leadership consulting firms 4 HR consulting firms 22 investment banks investment advisory services firms investment management services firms M 18 investment firms private equity firms 10 IT consulting firms 18 law firms 15 management consulting firms To establish a comprehensive database I surveyed the 116 firms in depth and built detailed case histories of success stories The practices of the peak of the pyramid are streets ahead of other firms Star PSFs outperform most manufacturing and other service firms in everything that truly counts reputation and presence profits and total fee level prominence and influence On Becoming Extraordinary describes the ways in which 116 of the world s best known PSFs win Success principles aren t just one aspect of the game they are the game On Becoming Extraordinary Pieter Klaas Jagersma, 2020-03-19 On Becoming Extraordinary Decoding EY and other Star Professional Service Firms reveals the strategy of EY and the world's best professional service firms. The book takes the reader deep inside the workings of the peak of the pyramid Pieter Klaas Jagersma Ph D is a researcher professor of business administration and advisor to professional service firms He serves on the supervisory board of various global companies On Becoming Extraordinary Pieter Klaas Jagersma, 2020-03-20 On Becoming Extraordinary Decoding Heidrick Struggles and other Star Professional Service Firms reveals the strategy of Heidrick Struggles and the world's best professional service firms The book takes the reader deep inside the workings of the peak of the pyramid Pieter Klaas Jagersma Ph D is a researcher professor of business administration and advisor to professional service firms He serves on the supervisory board of various global companies

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web dec 9 2020 the true difference between recruitment and selection then lies in the way both processes are handled if recruitment is all about amassing a huge talent pool

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mission what are its values what type of individuals fit in

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web recruitment selection 1 a process of actively searching and hiring applicants for a job role is known as recruitment a process of choosing suitable applicants from the

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