



GREENINGS
INTERNATIONAL

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VALUE THROUGH PEOPLE

Welcome to Greenings International

Finding the right people has never been easy - but with the rapidly increasing pace of change in today's business world it is also about finding winners, finding leaders, finding people that can make a sustainable difference.

Greenings are a specialist executive recruitment firm with a difference. We are focused in the converging space in and around Retail Financial Services. With more than 19 years cross-border experience we pride ourselves on discretion, success, value for money and genuine long term relationships. Our clients include prestigious Retail Banks, Payments Processors, Fraud & Anti-Money Laundering systems, Mobile & Pre-Paid providers, Government and Financial Regulators.

Our extensive global network enables us to quickly identify suitably qualified candidates at all levels including non-Executive Directors, Chief Executives, Senior Management and Rising Stars – unmatched in terms of speed and accuracy of delivery.

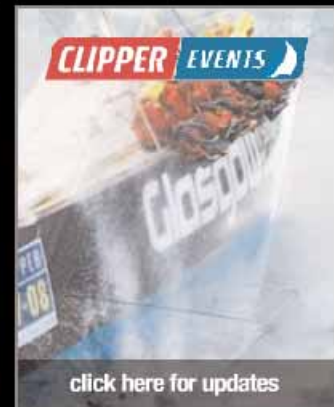
We are multi-lingual and have experience of placing people throughout Europe, the Americas and the Asia/Pacific region. We understand your business and what is happening in this sector.
[read the facts](#)



Andrew Greening – Founder

Andrew took the unusual step of entering Executive Search in his early twenties and has been successful at delivering international recruitment services to the commercial and not-for-profit sectors over the last 20 years. During this time he has lived abroad and continues to operate at an international level on a weekly basis.

[read more](#)



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THE FACTS

The founder of Greening International (formerly e-resourcing, Est.1999), Andrew Greening, has 20 years European / US search experience and a background in Retail Financial Services & Emerging Technology sectors:

1999 TO DATE - 90% BUSINESS HAS BEEN REPEAT &/OR REFERRED BY SATISFIED CLIENTS TO OTHER BUSINESS COLLEAGUES

RELATIONSHIPS BUILT ON TRUST & INTEGRITY OVER 20 YEARS

PERSONAL CARE & ENTHUSIASM FOR WHAT WE DO

QUALITY, INTERNATIONAL, EXPERIENCED CONSULTANTS

FOCUSED & SENSITIVE TO THE NEEDS OF CROSS-BORDER CLIENTS

RAPID & RIGOROUS APPROACH TO ASSIGNMENT DELIVERY

2002 - formed a strategic alliance with Edgar Dunn & Co, the San Francisco based business strategy consultancy.

2005 - ChangeMaker Consulting facilitating exchanges in learning and support for our clients during times of change.



2006 - formalised an agreement with Business Research Solutions to support the integrity of our research to clients as well as jointly developing new ResearchDirect services.

2008 – launch of Innovation Practice, headed by Steve Townend, to assist clients with creative and marketing aspects of bringing new products services to market, including fund raising.

Launch of Education Practice, headed by Alan Morsley, to bring best practice and experience of consultant team in the resourcing of leaders for Independent Education in the UK and abroad.

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TRULY GLOBAL DELIVERY BY SECTOR/COUNTRY

COUNTRY/REGION

AMERICAS Atlanta, Austin, Boston, Buenos Aires, Chicago, Dallas, Miami, New York, New Jersey, Providence, Purchase, San Francisco, San Jose, Stamford.

ASIA Australia, China, Hong Kong, India, Papua New Guinea, Singapore

EUROPE Austria, Benelux, France, Germany, Greece, Ireland, Italy, Poland, Russia, Scandinavia, Spain, Switzerland, UK & Channel Islands

CONSULTANT/RESEARCHER LANGUAGES

Danish, English, Flemish, French, German, Italian and Spanish

CROSS-BORDER SECTOR FOCUS

CARD, ELECTRONIC & MOBILE PAYMENTS
Debit & Credit Schemes, Acquirers/Issuers, Merchants, Processors, Smart Card & Terminal Manufacturers, EFTPOS, EMV, Chip & Pin, Retailers, Regulators & Government, Loyalty, Digital Media, M-Commerce, Wireless, Pre-Payment, Electronic Gift Cards, Fraud Prevention & Risk Management, Mobile Phone Top-Up, International Payment Systems, Interchange, SEPA



FINANCIAL SERVICES

Retail and Private Banking, Mobile, Clearing, Banking Technology, Anti-Money Laundering, Regulators and Government

INDEPENDENT EDUCATION

Heads, Deputy Heads, Bursars, Marketing, Technology, Fund Raising and Development, Human Resources, Premises and Facilities Management, Educational Associations

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RELEVANT SOLUTIONS

Greenings International brings the rigour of the best global firms with a sense of urgency and entrepreneurial zeal they simply cannot match. We all have first hand experience of working abroad and know what it takes to deliver on cross-border assignments.

We are particularly strong in senior international roles including group and division heads, international sales, marketing and product development, finance and business development (M&A), credit/merchant risk and human resources. We deliver sector specific, multi-country projects utilising a mixture of well-defined methodologies:

EXECUTIVE SEARCH

We identify locally and globally using industry-leading, multi-lingual research techniques with dedicated researchers. The refined methodology is fast, rigorous and completely transparent to the client. We know the sector and leverage our sourcing contact base to access the most interesting talent for our clients. [Find out more here](#)

SELECTPLUS

This service offers fast and reliable recruitment results. It combines a scaled down version of Executive Search with international, trade and multi media advertising. [Find out more here](#)

ADVERTISED SELECTION

We offer creative advertising in multi-media working with a leading European agency for creative design, premium positioning and competitive pricing. All aspects of delivery and candidate/client care are to the same exacting standards as for Executive Search. We write all our advertisements based on client briefings and then forward to the agency for placement. The quality of content and impact of our advertisements is a key differentiator for our clients in attracting the most relevant candidates. [Find out more here](#)



RESEARCH DIRECT – TALENT MAPPING/PIPELINE

Launched in 2006, this methodology is based on a deep knowledge of recruitment research solutions, cross-sector, cross-border, and at all levels of seniority. This competitive strength has enabled us to bring our time and cost saving methodology to clients to enable them to proactively manage exclusive talent pools of specialist skill sets and maintain a professional level of contact and evaluation. The research team have direct contact with the hiring client, we can then feedback and adjust the scope and direction of the project with immediate effect. [Find out more here](#)

NON-EXECUTIVE DIRECTORS

Through our international network of contacts, we identify leading 'Influencers' to support client organisations expanding into new markets or sectors.

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EXECUTIVE SEARCH

We have broken down the barriers most companies face with cross-border Executive Search. Our thorough briefing, transparency and sector focus within global markets means we're quick to react, understand the issues and don't face troublesome 'territorial' barriers to accessing the best talent - wherever it is!

International Executive Search forms the reference point for Greenings standards of candidate care and service to clients – 87% of our business flows from previous clients and candidates, which is the ultimate seal of approval.

SPEED

From the start, we offer speed and quality in sector/cross-border desk research. We have access to the latest tools and languages to quickly penetrate most international markets. Our clients are often delighted by the unedited detail in their regular progress reports and the people we've been able to approach.

QUALITY DESK RESEARCH

Researchers work closely with consultants and clients to develop candidates quickly and professionally. We can either discreetly withhold our clients' identity until shortlist, or share information with candidates in a way that will compliment your company profile. Clients regularly praise the level of detail, speed and feedback shared with them from our fresh desk research.

ADDED VALUE

We review our interviews and prepare you for shortlist interviews with concise candidate reports. We like to attend shortlist meetings with you and make sure arrangements and hosting requirements run smoothly. A round table wash-up session with you afterwards is essential.



RIGOUR

We de-brief you and the candidates and help ensure your offer is compelling. We check all references thoroughly and do everything possible to secure your preferred candidate. The rest is down to relationships, keeping close to placed candidates and increasing our understanding of your organisation so we are ready to move into action when you next need to call on us.

RELATIONSHIP

Finally, we even try to make sure unsuccessful candidates feel positive about your organisation and spread the word!

These are small global markets – Reputation is everything!

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SELECT PLUS

Born from experience in the worlds of Senior Level Executive Search and Advertised Selection, this approach is very popular for the breadth of geographic coverage it can attain within very short timeframes.

'BELT & BRACES'

Imagine you wish to attract professionals from a broad geographic area &/or multi-sector backgrounds - but you want to ensure ten competitors or local companies are included in our assignment. We organise targeted Direct Research of those companies, using our Senior Level Executive Search service, running in addition to a traditional media campaign.

TACTICAL

In parallel, we'll design, write and place media advertising, and place all developed candidates in one manageable progress report. Our advertising agency partner buys international media at the lowest rates, meets the deadlines - and will pass on all discounts directly to you.

SEAMLESS

We'll take a brief, draft the text and agree it with you. Next, the agency will set the ad, which you can view electronically for approval. Having launched the research phase of the assignment, we will integrate media responses to one combined list of potential candidates, with total transparency of origin.

FLEXIBILITY & SPEED

Our dedicated consultants manage their time out of business hours and weekends to ensure they get in front of the people you want, wherever they are and whenever they want to meet. We organise all travel arrangements and manage budgets tightly. The result is a staggering speed of delivery - even with global assignments.



ADDED VALUE

We review all CV responses, conduct in depth face to face interviews and prepare you for shortlist interviews with concise candidate reports. We like to attend interviews with you and make sure arrangements and hosting requirements run smoothly. A round table wash-up session with you afterwards is essential.

RIGOUR

Next, we'll de-brief you and the candidates and help ensure your offer is compelling. We check all references thoroughly and do everything possible to secure your preferred candidate. The rest is down to relationships, keeping close to placed candidates and increasing our understanding of your organisation so we are ready to move into action when you next need to call on us.

RELATIONSHIP

Finally, we even try to make sure unsuccessful candidates feel positive about the experience with our clients.

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RESEARCH *DIRECT* TALENT MAPPING/PIPELINE

Launched in 2006, this methodology is based on a deep knowledge of recruitment research solutions, cross-sector, cross-border, and at all levels of seniority. This competitive strength has enabled us to bring our time and cost saving methodology to market. With the research team having direct contact with the hiring client, we can feedback and adjust the scope and direction of the project with immediate effect.

IDENTIFYING

- Bespoke, fresh desk research every time, shared transparently
- Tenacious and imaginative approach to challenging projects
- Global coverage supported by multi-lingual researchers
- Researchers that make an impact and bring your proposition alive

NURTURING

- Exclusive candidate pool to you
- On-going reinforcement of client brand and future opportunities
- We get to know the people and build rapport with regular communication
- Qualified and motivated people ready when you need them



DELIVERING

- Immediate shortlisting of the people we have got to know on your behalf
- Reduced time to shortlist, better qualified candidates ready to join
- Seamless delivery meeting the needs of HR and the business
- One point of contact for multi-country campaigns

BUILDING A SUSTAINABLE TALENT PIPELINE

Enabling you to react quickly to new business needs for people, when and where you need them!

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ADVERTISED SELECTION

Over the last 19 years we have developed a strong pedigree in the design, writing and placing of multi-media advertisements to penetrate the global markets of Asia, Europe and Americas. Whether in the client style or Greenings, our approach to local and international advertising is well proven:

LEVERAGE CREATIVITY

Advertising Agency Partner, is the largest buyer of recruitment advertising space in Europe. They advise and place advertisements in the best positions at the finest rates. They offer creative media and design alternatives or work within your brand guidelines. You will be invoiced directly, with all discounts and rebates passed exclusively to you for your benefit.

QUALITY MEDIA PLACEMENT

We'll take a brief, draft the text and agree it with you. The agency will then set the advert, which you can view electronically for approval. We'll receive e-mail or traditional responses to your ads at our European or North American offices. We acknowledge all candidates by return, responding within five working days following receipt of their details.

FLEXIBILITY & SPEED

Our dedicated consultants manage their time out of business hours and weekends to ensure they get in front of the people you want, wherever they are and whenever they want to meet. We organise all travel arrangements and manage budgets tightly. The result is a staggering speed of delivery - even with global campaigns.

CAREER OPPORTUNITY

privat business centre located on the beauty
the business is continuing to expand and v
Manager. experienced Ope

ADDED VALUE

We review all CV responses, conduct in depth face to face interviews and prepare you for shortlist interviews with concise candidate reports. We like to attend interviews with you and make sure arrangements and hosting requirements run smoothly. A round table wash-up session with you afterwards is essential.

RIGOUR

Next, we'll de-brief you and the candidates and help ensure your offer is compelling. We check all references thoroughly and do everything possible to secure your preferred candidate. The rest is down to relationships, keeping close to placed candidates and increasing our understanding of your organisation so we are ready to move into action when you next need to call on us.

RELATIONSHIP

Finally, we even try to make sure unsuccessful candidates feel positive about the experience with our clients.

These are small global markets - Reputation is everything!

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DIFFERENTIATING THE CLIENT & CANDIDATE EXPERIENCE

We have broken down the barriers most companies face with cross-border delivery. Our thorough briefing, transparency and sector focus within global markets means we're quick to react, understand the issues and don't face troublesome 'territorial' barriers to accessing the best talent - wherever it is!

Experience has shown we deliver Domestic and International Executive Search, Selectplus and Selection assignments to shortlist within 3-5 weeks.

SPEED

From the start, we offer speed and quality in sector/cross-border desk research. We have access to the latest tools and languages to quickly penetrate most International markets. Our clients see the unedited detail in their regular progress reports and the people we've been able to approach.

QUALITY DESK RESEARCH

Experienced, mature researchers work closely with consultants and clients to develop candidates quickly and professionally. We can either discreetly withhold our clients' identity until shortlist, or share information with candidates in a way that will compliment your company profile.

FLEXIBILITY

Our dedicated consultants manage their time out of business hours and weekends to ensure they get in front of the people you want, wherever they are and whenever they want to meet. We organise all travel arrangements and manage budgets tightly. The result is a staggering speed of delivery - even with global assignments. Both client and candidate feel the extra effort that is made to meet with them.



TRANSPARENCY

We openly review all candidates and prepare you for shortlist interviews with concise reports. We like to attend final interviews with you and make sure arrangements and hosting requirements run smoothly. A round table wash-up with you afterwards is essential to decide on the most appropriate candidate.

RIGOUR

We de-brief you and the candidates and help ensure your offer is compelling. We check all references thoroughly and do everything possible to secure your preferred candidate. The rest is down to relationships, keeping close to placed candidates and increasing our understanding of your organisation so we are ready to move into action when you next need to call on us.

RELATIONSHIP

Finally, we even try to make sure unsuccessful candidates feel positive about our clients. Close relationships and communication is built with all candidates - we keep them in the picture at every stage for all methodologies.

These are small global markets - Reputation is everything!

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INNOVATION PRACTICE

A team of consultants who have practical experience in delivering innovative end-to-end solutions in financial services. All have had successful careers at the sharp end of the industry and as a result can demonstrate considerable empathy with the challenges facing clients and the needs of their customers.

PHASE 1 - SIZING THE OPPORTUNITY

- **Context** – from the beginning we encourage high quality dialogue with senior managers through a series of one-to-one conversations. We start to build rapport, but also to understand what makes your business tick, 'how things are done around here' and what the future needs are.
- **Imagining the future** – we believe the key is to be focused and keep things simple. It is our role to ensure that we concentrate on the few themes that will make a real difference. From the richness of the dialogue we will determine business goals and needs. It is here where our particular expertise for Innovation and Ideas generation will come to the fore as we investigate and probe the current issues and markets.
- **Identifying and evaluating the proposition** – we conduct a detailed analysis of the market, financial rewards and customer needs in our initial proposals. At this stage we will give you enough information about the size and nature of the opportunity to enable you to decide on the level of commitment and timings for the subsequent stages.

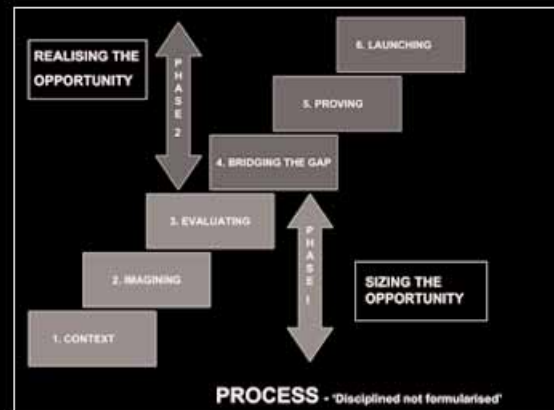
PHASE 2 - REALISING THE OPPORTUNITY

- **Understanding current capability and identifying the gap** – we obtain a deep understanding of your current capabilities and skills, leveraging what's available and help you fill the gaps.
- **Modelling the dynamics and proof of concept** – further and deeper research is conducted. Every effort is made to replicate the live environment without having to do a significant build. A detailed operational plan is tested and the financial risks and dependencies modelled. After research and testing, the operation, service and market propositions are finessed to ensure the best possible chance of realising the opportunity. A detailed business plan is created, which again gives you the opportunity to decide how to proceed.
- **Launch programme and build** – we create a programme and build towards launch using our own resources to reduce the dependency on, and disruption to, the client's business.

THE BLEND OF CREATIVITY, BROAD EXPERIENCE AND DEEP INDUSTRY KNOWLEDGE ENABLES OUR TEAM TO TAKE ON ALL THE TASKS NEEDED TO INVENT AND BRING A PROPOSITION TO MARKET.

EXPERTISE INCLUDES: MARKETING, PR, PRODUCT MANAGEMENT, MARKET RESEARCH, CUSTOMER SERVICE, PROGRAMME MANAGEMENT, SYSTEMS MANAGEMENT AND FINANCIAL MODELLING. WE PROVIDE RESOURCE WHERE THERE IS A PARTICULAR GAP IN AN ORGANISATION.

WE IDENTIFY, INVENT AND IMPLEMENT



Our objective is to provide you with the capability to identify and introduce new propositions quickly, whilst at the same time minimising the cost and risk to you.

Our success is in identifying the following characteristics in any new proposition for our clients:

- A high potential for revenue growth
- Emerging or poorly defined markets to target
- First mover advantage: launching before any competitor has established itself in the market and before any clear formula for making profit has emerged
- The ability to leverage existing assets and capabilities
- Innovating a new proposition rather than enhancing performance within proven product lines

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EDUCATION PRACTICE

Governing an independent school today can be a demanding task with substantial responsibilities and answerability to parents, teachers and the wider public – not to mention the Inspectorate, the Education Department and the Charity Commissioners. Governors have to rely on the ability, integrity and professionalism of staff in their school, particularly the Head and the Bursar. These appointments are vital and governors cannot be too careful in making them; if the right people are chosen the school will prosper and the task of governing eased considerably. Equally, the wrong person in a critical role, for whatever reason, can cause distress and difficulty to the school and additional problems for governors to shoulder.

EDUCATION IS SERIOUS BUSINESS – SO IS FINDING THE RIGHT LEADER

The appointment procedure can be long and time consuming – advertisements to be placed, lists drawn up and interviews held and this may well prove unreasonably demanding on individual governors. It is also true that while many governors have wide experience of appointments, their in-depth knowledge of education may well not be extensive. Interviewing a dozen long-listed candidates may well take two or three days and there will have to be close liaison with the school at all times to ensure smooth administration. They will also be faced with managing internal applications and determining a fair and open process for their evaluation, not always resulting in their successful appointment, which can have internal ramifications.

When choosing senior staff the world of industry and finance frequently appoint professional Executive Search companies to support them in an increasingly competitive marketplace for talent – this is also true in the education sector. Leading schools are recognising the value of working with Executive Search organisations, particularly those who employ consultants with first-hand experience of running similar schools and delivering internationally.

Greenings International brings a unique blend of international resourcing experience combined with deep knowledge of private education and proven methodologies that are directly relevant to current school operating procedures. We bring to bear our significant experience in Governance, Inspection, Financial Management and Marketing to assist schools in shaping what they need whilst minimising the distraction and workload for the school's management in delivering the solution.

Time will be spent with you to establish what you are looking for. Once the full specification details are determined we will write and place advertisements. We will then carry out a proactive research process to ensure you have the depth and breadth of experience to select from in your shortlist.

We believe in a rigorous due diligence process to help you decide on the final candidate. Whether taking direct references and/or placing candidates through high quality psychometric evaluations, we lead you through the tools and indicators that will help you make a more reliable choice of candidate.

A well made appointment not only enhances your school's reputation, but gives the wider world of education a strong message that you have given this task the most serious consideration possible. Even unsuccessful candidates will be well looked after and they will talk positively about the process and your school – it is a small world and who knows when you will come across them next!



ADDING VALUE TO YOUR APPOINTMENT PROCESS

Briefing & Environmental Study

Take an in-depth brief from the Chairman and the Board of Governors on the role required to be filled, the culture of the school and a description of the characteristics of the person being sought. It is also recommended Greenings International meets with a limited number of senior staff in order to capture as much information as possible, ensuring clarity on the main requirements of the school.

Planning & Launch

Advise on the most effective selection methodology both with Greenings International and from the client's internal process perspective and co-ordinate the time table of events. Ensure a job description is in place, write and place the press advertisement and, where considered appropriate, engage the research process.

Qualifying Target List

Match CVs with job description and take into account other factors (current salary, location, experience etc). Review list of target candidates (internal and external) with the Chairman of the Board of Governors and any selection sub-committee that might have been formed.

Selection & Delivery

The consultant interviews candidates to produce recommendation for a short list with detailed and standardised interview reports. Present findings to the Chairman of the Board of Governors and attend shortlist day at school as required.

Due Diligence

If it is considered appropriate psychometric tests will be used. Verbal and written references will be sought and a full information pack will be prepared for the Board of Governors to assist them in making the final decision.

Completion & Communication

Assistance will be given in ensuring clear and successful communication with the preferred candidate. Those on the short list who have been unsuccessful will be de-briefed.

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TRULY GLOBAL DELIVERY BY SECTOR/COUNTRY

CHIEF EXECUTIVE OFFICER,
European Debit Scheme

MANAGING DIRECTOR, NORTH AMERICA,
Fraud Prevention & Authorisation

HEAD OF CREDIT CARD ACQUIRING -
BENELUX,
Major US Bank

CHIEF FINANCIAL OFFICER – GREECE &
BALKANS,
Major US Processor

VP, GLOBAL HEAD OF SALES & MARKETING,
EFT Products & Services

HEAD OF PROCUREMENT,
European Processor & Payment Services

HEAD OF PROGRAMME DELIVERY &
INTEGRATION,
European Debit Scheme

MARKETING & COMMUNICATIONS
DIRECTOR,
EFT Products

HEAD OF WIRELESS SERVICES,
US Pre-Paid & Payments Provider

NEW BUSINESS DEVELOPMENT
DIRECTOR,
Fraud Prevention & Authorisation

VP, STRATEGIC RISK – GLOBAL,
Major US On-line Payments

CHIEF FINANCIAL OFFICERS (3),
Major US Processor

HEAD OF STRATEGY – CONSUMER
FINANCE EMEA,
Major US Processor

HEAD OF QUALITY & CHANGE,
European Processor

HEAD OF SALES - BENELUX,
Major US Processor

DIRECTORS, ACQUISITION SUPPORT,
Major US Processor

VP MARKET DEVELOPMENT - WEST
COAST,
Fraud Prevention & Authorisation

HEAD OF MERCHANT RISK,
Major US On-line Payments

EUROPEAN HUMAN RESOURCES
DIRECTOR,
European Processor

EUROPEAN MARKETING MANAGER,
Fraud Prevention & Authorisation

MANAGING DIRECTOR, UK &
IRELAND,
Mobile Top-up & Processing

HEAD OF CREDIT POLICY & FRAUD,
European Processor

HEAD OF PURCHASING,
European Processor

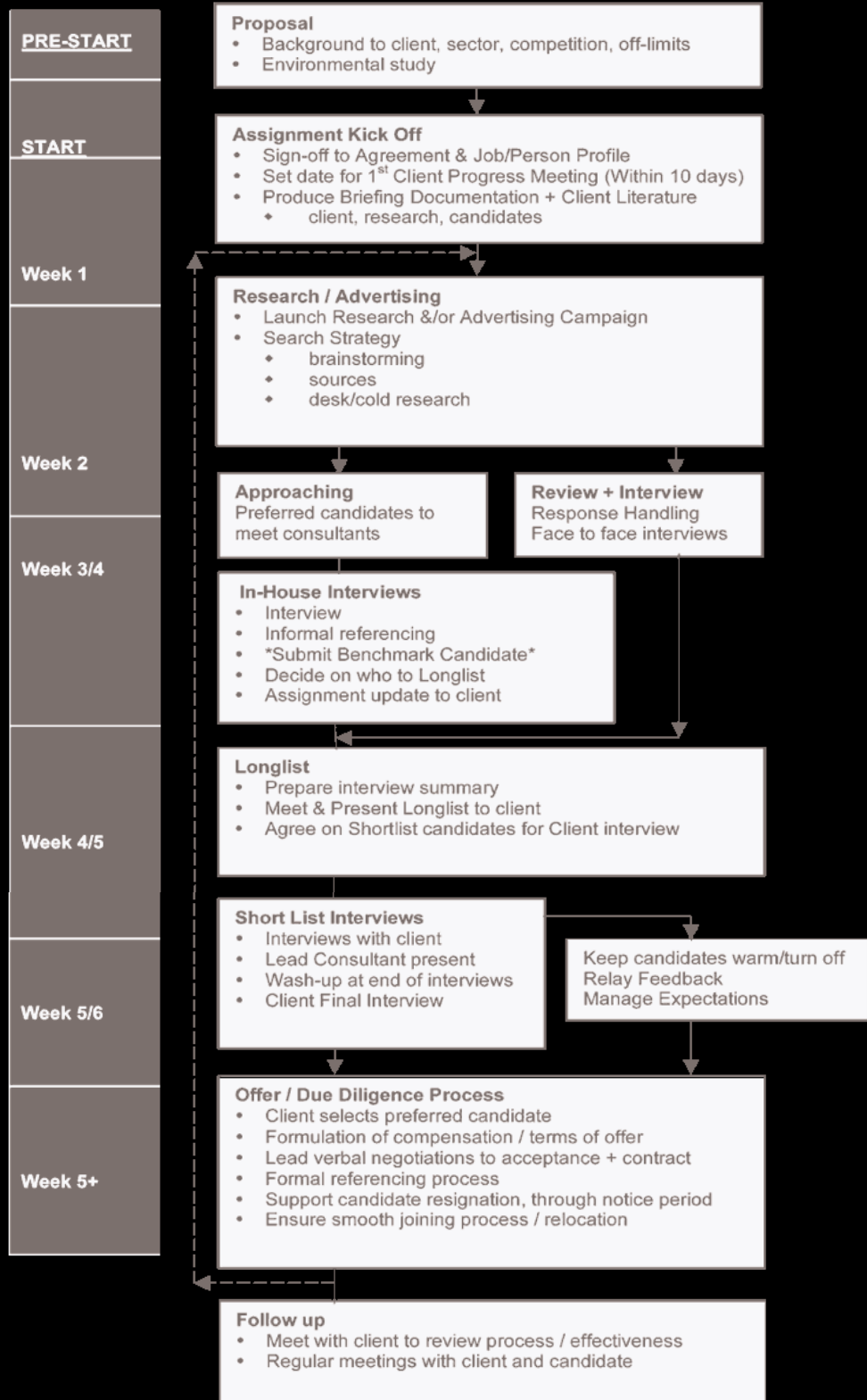
PARTNER - RETAIL FINANCIAL
SERVICES,
Strategy Consulting

HEAD OF MAJOR ACCOUNT
MANAGEMENT,
US Processor & Payments Provider

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THE DELIVERY PROCESS





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STRATEGIC PARTNERS

We have built relationships over many years with the CEO's of specialist organisations who are recognised for their creativity, reliability and ethical behaviour. These partners enable our clients to benefit from information on the latest trends, international reach and buying power. This helps us to combine the most personalised range of services with the application of large scale know-how.

EDGAR DUNN & CO (edgardunn.com)

Represented by Ken Howes EDC is a strategy consulting firm with unrivalled expertise in financial services. EDC advise CEO's around the world on the development and execution of winning strategies that create positive, sustainable change. EDC can help clients address critical issues, including payment product strategies, ensuring customer profitability, managing risk, leveraging new technologies, and assessing new market opportunities.

CHANGEMAKER CONSULTING (changemakerweb.co.uk)

Represented by Cath Murphy ChangeMaker Consulting supports business leaders and their senior teams in achieving successful organisational and personal change. Cath is a highly commercial, international HR consultant, experienced in leading and facilitating major business transformations with a 25 year background of Strategic HR, Corporate Education and HRD. The ChangeMaker team have broad reaching HR skills to bring to bear both on a project and/or retained basis.



BRS GLOBAL (brsglobal.com)

James Chapman runs Business Research Solutions which he founded in 2000. During this time BRS has built a reputation for delivering complex assignments for clients in some of the most difficult markets across the world - UK (45%), EMEA (35%), USA (15%) and Asia.

In 2006 BRS Global joined forces with Greenings to launch the ResearchDirect methodology. This has had a quick take up by existing Greenings clients and is being expanded across multiple sectors and geographies.

Other partners include chartered psychologists, lawyers and translation businesses.

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OUR TEAM



Roger Alexander
Chairman

Roger joined Greenings International in September 2008 as Chairman and Head of their Cards & Payments Practice. Most recently he was President, Europe for Elavon Merchant Services and previously CEO of Switch Card Services following a distinguished career at Barclays. [Read More](#)



Andrew Greening
Founder

Andrew took the dynamic step of entering Executive Search in his early twenties and has been successful at delivering International recruitment services to the commercial and not-for-profit sectors over the last 20 years. [Read More](#)



Alan Morsley
Education Practice

Alan Morsley served as chairman of the South West Division of HMC, the organisation comprising the heads of the major independent schools, from 2003 to 2005 and was an active member of HMC until recently. [Read More](#)



Stephen Townsend
Innovation Practice

Steve has a considerable track record in conceiving, executing and running breakthrough concepts in the financial services industry. [Read More](#)



Cathy Murphy
Human Resources

Cath supports business leaders and their senior teams in achieving successful organisational and personal change. [Read More](#)



Audrey Millar
Client & Candidate Support

Originally Scottish, Audrey was raised in Zambia and South Africa prior to returning to the UK at the age of 15. Before relocating to Spain Audrey worked in London for a large search firm, moving to Spain to teach Business & Financial English, prior to hooking up with Andrew again in 2000. Audrey provides "virtual assistance" to clients and candidates around the world, which further enhances Greenings' seamless cross-border delivery. Audrey is based on the beautiful Costa Blanca, where she enjoys a temperate climate, a busy social life and has two Shih tzu dogs and two cats!

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FAQS

What makes you different from other consulting firms?

Greenings International ADDRESSES SPECIFIC SECTORS at a global level without being constrained by territorial issues. Transparency is key, as is the capability to research more companies in more countries.

When recruiting internationally, do you consider the bigger picture - such as the effect of relocation on the candidate and their family?

Certainly; the cross-cultural challenges of predicting likely success of individuals and families in international environments differentiates us from our competitors.

When dealing with my previous consultants, I rarely spoke to the same person twice. Is your service more personal?

Yes - we pride ourselves on our personal approach. We have a policy of transparency so that clients know and meet with all members of their dedicated team. This includes researchers, advertising partners and support staff.

Can I call you at six o'clock Eastern time (11pm in the UK)?

Not a problem. We're a global company - so, you can contact us any time you like. We work exactly when you need us.

We're restructuring and need some Organisation Design advice. Can you help?

Yes - we have a wealth of experience in advising clients going through organisational change. We help with design, structure and supporting management processes that will enable sustained improvements in business performance.



We need to make some difficult announcements to our staff. Can you help us with this process?

Yes. We've been involved in successfully handling and communicating difficult messages internally and externally. We work with you and advise on the best tactics to adopt.

Do your fees come with any nasty surprises?

No. Our fees are clearly stated, fixed at the outset and based around the complexity of work undertaken rather than on the salary of successful candidates. Project based work assignments also include performance incentives for both sides and a Client Satisfaction Bonus to reflect our concern for quality in all areas of our service with clients and candidates.

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