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Bob Olin

Retiree, chairman of the board (CamdenPoint Oy), author, 5.2016-

I retired because I wanted to do something else. After retiring, I still did part-time research for my previous employer for a while. Now I am full-time "employed" doing this something else, that is pursuing ideas I have always wanted to give a try but never had time for. Money is not the issue here, but rather to put me on the line, pursue a dream and see where this takes me. If then, some of my ideas prove worthwhile, maybe even leading to something good benefitting others, what could be better. Moreover, for all the ideas that do not get there, I still get the ride of my life trying.

I have taken part in over 1 000 Executive Search Assignments and met thousands of Business Executives from all kinds of industries and all walks of life; successful and visionary top-level Business Leaders, Pioneers, Forerunners, Trendsetters in the Business World. I could not help feeling that my knowledge and my experience could be of benefit to the business world. It seemed a waste not telling anybody about this. So, I wrote a book - "How to recognise excellence in Executive Search". This was the very first thing on my list of ideas I wanted to do.

In my book, I also want to reach out to the general public. I am certain that a great many people are interested in Executive Search. For most people, Head Hunters and Headhunting sound exciting, mysterious, thrilling and interesting. While my book is a Best Practise guide into top-level Executive Search that benefits even the most demanding business world executive reader, it is simultaneously a book popularising Executive Search to the everyman/woman in the street, and it does it in a way that no one has ever done before.

Because there has been a demand for this, I provide on-demand consulting on any subject relating to the content of the book. It is the customers need and request that determine the content and the nature of the consulting. If you want to know what the subjects are all about, check my book.

Now I continue with idea number 2 on my list. I'll be interesting to see where this road will take me.

Boyden Finland, Research Manager 12.1995 - 5.2016

Five persons were working in Boyden Finland when I started. I was the only researcher. During my time in Boyden, the personnel doubled in size, and the research department grew to three persons. From beginning to end I was in charge of the research department, which was responsible e.g.:

- All research-related activities in the ongoing Executive Search Assignments
- The everyday functionality of the database.
- The continuous improvement of the database and for the software provider relation and cooperation.
- The continuous improvement of our Best Practise and Knowledge Management from a research point of view.
- All pre-research activities, which basically means keeping up-to-date with everything important that is happening in the business world.
- Developing business intelligence for follow-up and sales development purposes

Everything we researchers did, we did as a team, so whatever success I may have achieved in my job I have my team to thank for. Also, for all intents and purposes, as Research Manager, I worked closely together with and under the guidance of the Search Consultants. The Search Consultants are always actively involved in their assignments throughout the research process, bringing their value added to the research.

It was a great privilege and a pleasure to work in this Firm. All my colleagues were truly skilled and professional people who taught me what teamwork is, what a never give in attitude and always giving everything your best is all about. How working hard also can give room for good humour and a good atmosphere. Not a day passed by without hearing laughter from some room. A real dream team if you ask me. Together we developed a world-class research department.

European Executive Search Oy, Consultant, Research Manager, 8.1984 – 12.1995

I started as a Search Consultant but soon became more and more involved in Research. Eventually, I jumped over the aisle into the Research Function and became a full-time Research Manager. I never had to regret this move. The Firm I joined, had only just been founded when I got aboard. We pretty much developed everything from scratch. We did a lot of pioneering work. We continuously improved our working methods and processes, learning from our mistakes. We started working systematically, logically, with a clear focus and direction. With action plans, with industry target groups and with company target groups.

It was also in those days that I started to understand what you can achieve with a well prepared, well planned and well-executed research process. This experience taught me the importance and impact of Best Practice and good Knowledge Management in the Executive Search process.

In the beginning, I even personally developed our first database. The technology used in those days was very simple, but still, this gave me the experience to logically design and make a well-functioning database that served our business well.

I could not have gotten a better introduction into what is important in Executive Search.

When I started in Executive Search, the Industry was pretty small in Finland and was dominated by a few Search Companies, but it was steadily growing. Our Search Firm eventually grew to 11 persons, all located in the Nordic Countries. Our Clients came from all kinds of industries, including both domestic and international companies.

Polar-Express, Controller, Department Manager Accounting 9.1977 – 8.1985

I started as a Management Trainee at Polar Express, at that time Finland's leading transport and forwarding company with activities throughout Europe. The company had branch offices all over Finland and daughter companies in, e.g. Sweden, Denmark, Norway, UK and Germany and cooperated internationally with globally operating transport companies. I worked my way up to a Business Controller and then to a Department Manager position eventually being in charge of all controller activities and the cost price calculation in the company.