

About Us

We are an independently-owned retained executive search firm managed by a team of professionals with more than 50 years of combined search consulting experience. We conduct searches for positions that include CEO and Board Members as well as Vice Presidents and Directors and have partnered with startups and large organizations across multiple industries throughout India.

Our commitment to client satisfaction, deep regard for personal relationships and dedication to quality is the cornerstone to our continued success. Our clients often refer us as a “Trusted Advisor” and we take this to be the highest compliment. Being candid about our qualifications is one of our biggest strengths. Clients value the discretion, experience and judgment we bring as consultants to their search for leaders.

Our Differentiators

- We have earned clients trust through 20 years of continued success and our reputation has been built as the most effective, result oriented search firm of India.
- Repeat business and personal referrals account for 90 % of all new assignments.
- Every search is led by a Principal Consultant and personally overseen by our Founder Director.
- We maintain the highest levels of integrity, confidentiality and professionalism in serving our clients and employ the most transparent search process and fee arrangements.
- We accept only those mandates to which we are confident to deliver superior results and consciously restrict the number of clients in a specific industry to avoid off limit issues.

History

In 1990, Hemen Parekh after 30 years of a successful corporate career, turned entrepreneur and along with his son Nirmal set up 3P. We are one of the early firms in India to focus on retained executive search. Others would soon follow, using many of the basic tenets and principles that Hemen & Nirmal put in place; maintaining a strict code of ethics and standards, creating uniform processes and working with highly experienced business partners. The vision set by the founders is to be a leading consulting organization driven by knowledge, integrity and performance committed to client's success.

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Shaping the Future – A Global Firm

In 1996 with the advent of the country being economically liberalized, the firm thought it necessary to expand its horizon and decided to explore international partnership with other likeminded firms. In the autumn of 1996, 3P entered into a strategic partnership with D.E. Foster Partners (The US alliance firm of KPMG) which provided us a global footprint. Over the coming years 3P partnered with leading global companies assisting them in indentifying superior talent.

Long before Hemen considered his own retirement from day-to-day business, he was driven by the desire to transform the firm he had founded with his son into an institution marked by dynamic growth and continuous development. In 2002, Hemen stepped down from his executive responsibilities to choose his son Nirmal to succeed him as CEO.

In 2003, 3P joined Penrhyn International, a network of highly qualified boutique search firms as their partners for India. 3P has significantly contributed towards the growth of Penrhyn International and in 2007, Nirmal was invited to lead this international group as their Chairman and successfully served two consecutive years.

Penrhyn International

Penrhyn International www.penrhyn.com has been ranked amongst the Top 15 retained search firms globally having successfully completed over 700 searches globally and clocked revenues exceeding US \$ 45 Million in 2008. Penrhyn International was started in 1979 ; today our offices are in Amsterdam, Boston, Brussels, Buenos Aires, Charlotte, Columbus, Dallas, Dusseldorf, Guangzhou, Hamburg, Hong Kong, Kuala Lumpur, London, Los Angeles, Madrid, Melbourne, Milan, Mumbai, Munich, New Delhi, New York, Paris, Santiago, Sao Paulo, Shanghai, Stockholm, Tokyo, Turin, Vienna, Warsaw and Zurich.

Penrhyn International has global membership of the Association of Executive Search Consultants Inc. www.aesc.org; the worldwide standard setting body of the retained executive search industry. Since its foundation in 1979 Penrhyn International continues to be represented on the AESC's Board of Directors. Three members of Penrhyn International have been awarded the Gardner Heidrick Award for distinguished contribution to the executive search profession, a reflection of the importance which our partnership gives to the support and observance of the highest standards of professional practice.

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Professional Standards and Ethics

Members of Penrhyn International are well-established practitioners adhering to the benchmark standards of the Code of Ethics and the Professional Practice Guidelines of the Association of Executive Search Consultants Inc. Adherence to the Code and Guidelines is a condition of membership of Penrhyn International. In common with all AESC members, members of Penrhyn International will adhere to the following principles:

Professionalism

Conduct their activities in a manner that reflects favorably on the executive search profession.

Integrity

Conduct their business activities with integrity and avoid conduct that is deceptive or misleading.

Competence

Perform all search consulting assignments competently and with an appropriate degree of knowledge, thoroughness and urgency.

Objectivity

Exercise objective and impartial judgement.

Accuracy

Strive to be accurate in all communications with clients and candidates.

Conflicts of Interest

Avoid or resolve through disclosure and waiver, conflicts of interest.

Confidentiality

Respect confidential information entrusted to them.

Loyalty

Serve their clients loyally and protect client interests.

Equal Opportunity

Support the principles of equal opportunity in employment.

Public Interest

Conduct their activities with respect for the public interest.

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The Search Methodology

The search for a senior executive requires meticulous planning and execution. We take great care to identify and evaluate qualified executives, knowing the long term impact that selection of an executive may represent. Our in depth process yields results quickly and involve eight essential steps:

Briefing

Gain a clear understanding of your organization, its sector position (markets and competition), the position and the necessary skills and qualifications of the profiles sought.

Position Specification

Prepare a profile on your organization which becomes the blueprint for the search. Our experience and market knowledge will enable us to assess realistically, demands and expectations.

Candidate Identification

Potential candidates will be identified and researched using the expertise of our database, industry research, consultants and business network.

Strategy Review

Regular reviews with you to understand progress and provide market feedback.

Evaluation & Presentation

Confidential profile for each short listed candidate comprising biographical data, career and remuneration and a full appraisal against the specification.

Facilitating

Guide the executive throughout the interview process. Maintain close contact with you and the executive to finalize the specifications and terms and to resolve any issues arising.

Reference Checking

Continue the referencing process and review comments made by referees with you. Once an offer has been made, further referencing will be carried out at our end.

Follow-Up

Post appointment, we will maintain contact both with you and the executive to ensure the executive's successful integration into your organization.

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Management Team



Nimit Parekh, Managing Director & CEO

nimit@3pconsultants.co.in

Often cited as a pioneer in retained executive search, Nimit's 20 years experience in executive search has predominantly been cross border in nature. Nimit has successfully identified leaders for large Indian groups, multinational conglomerates and start-up ventures who in turn have created multibillion dollar enterprises. An Engineer; he has been trained internationally in the latest methodologies of retained executive search.

Nimit has played an active leadership role for the Indian recruitment industry. He was one of the founders of the Executive Recruiters Association (ERA), and assumed responsibility as its Vice Chairman and subsequently as Chairman of the Ethics Committee. In 2007, Nimit was nominated to serve as the Chairman of Penrhyn International for two consecutive years. He also served on the Global Board of Directors of the Association of Executive Search Consultants (AESC) and continues on its Asia Pacific Board. A strong advocate of entrepreneurship, Nimit served on the Board of Trustees for The Indus Entrepreneurs (TiE).

His accolades include being awarded the Chairman's Award for Penrhyn International for outstanding contribution to the Global Network and has featured in The Economist edition of "The Global 200 Executive Recruiters".



Hemen Parekh, Executive Director

hcp@indiarecruiter.net

Hemen has 30 years of rich experience with India's largest engineering company, Larsen & Toubro Limited. During this period, he held several senior profit centre head responsibilities and other leadership roles in HRD, Manufacturing, Exports and Strategic Planning. His last responsibility at Larsen & Toubro Limited was General Manager, Planning & Development and Exports. In 1990, along with his son Nimit, he founded 3P. He has successfully completed many assignments at the CXO level across diverse industry sectors.

Hemen has a post-graduate degree in Mechanical Engineering from the University of Kansas, USA (1958). He has served as a member of Managing Councils of several engineering colleges and has represented Larsen & Toubro Limited on several professional bodies. On his second entrepreneurial stint, he has founded www.indiarecruiter.net a technology company focused on automating the recruitment processes. His hobbies include reading of management books, literature and music.

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Pradeep Bhalla, Principal Partner

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Pradeep has over 24 years experience in sales, business development and retained executive search consulting. A commerce graduate from the University of Delhi, Pradeep has additionally attended executive leadership program at IMD, Lausanne, Switzerland. His last assignment was with a leading international retained search firm as their Senior Vice President. Having started his career at Dynavox Electronics, he then worked with Canon India for several years and his last responsibility was that of Regional Operations Head in charge of the North & East. Pradeep then joined Adecco India as their Director-Staffing, Learning and Managed Services. Here he was responsible for commencing operations in 35 locations and significantly increasing their customer base.



Mitchelle Shetty, Principal Consultant

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Mitchelle has fourteen years of generalist search experience including thirteen years with 3P across diverse industries and functions. She has extensive experience in successfully completing searches for functional heads and Directors across the human resources, R&D, engineering and sales & marketing domains. A Graduate in Social Work from the University of Mumbai, she is a recipient of the Dorothy Baker Award.



Aparna Das, Principal Consultant

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Aparna has twelve years of industry experience including six years in search with 3P. She has worked across consulting, finance, private-equity, IT, ITES, real estate, telecom and engineering sectors. A six sigma green belt, her past experience includes working with the Kotak Mahindra Group and Euro money Institutional Investor Co. (ISI).

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