

DHR GLOBAL SHARES THE BLUEPRINT FOR THE COMPANY'S NEXT ERA.

# THE RIPPLE EFFECT OF LEADERSHIP

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**DHR Global is a leadership powerhouse. Global in every sense, the leading executive search and talent advisory firm has teams in more than 60 cities across 22 countries. Its work spans over 20 industries, from healthcare and financial services to consumer, industrial, private equity, and non-profit sectors.**

“**W**hat sets us apart is how seamlessly our people collaborate across borders,” says Priya Taneja, CEO of DHR Global. “At our core, we help organisations find and develop the executives who shape their future. We work until we understand what great leadership looks like for each client, and then we go find it.”

It is a business model built on a culture of strong relationships and strong results, and that combination has guided DHR Global for more than 35 years. It continues to shape its momentum today.

“We combine global scale with a boutique level of care,” Taneja explains. “Clients feel that difference immediately. They often tell us they choose DHR because of our people and the time we take to truly understand their business, culture, and goals.”

What DHR Global offers is far more than a simple talent search. The firm makes itself an extension of the client's team, staying deeply connected from the first conversation to the onboarding of a leader it has placed. That is just one of the reasons DHR Global can be found on Forbes' list of America's Best Executive Recruiting Firms, but there are many others.

“Another defining strength is the depth of our industry expertise. With specialists across more than 20 industries, we bring both global capabilities and a nuanced understanding of each market,” says Taneja. “Every search creates a ripple effect. When the right leader steps into the role, companies grow, teams thrive, and opportunities multiply. That kind of impact is why I love this industry and why I am proud to lead this firm.”

Ultimately, DHR Global builds long-term relationships based on trust and delivers results that move organisations forward. The fact that 83% of its work comes from repeat clients speaks for itself.

## THE TALENT THAT CHOOSES TALENT

A company built to find talent is naturally selective in choosing who it hires. The process begins with intention and discipline.

“We look for people who bring both expertise and character, because technical skill alone is never enough,” says Taneja. “We recruit globally and draw talent from both inside and outside the executive search industry. That diversity of background strengthens our firm.”

Once someone joins DHR Global, the company invests in them from day one. The firm boasts a structured and immersive onboarding process that helps new hires feel connected, supported, and equipped to deliver at the level the firm expects. It is a process Taneja herself is very familiar with. >>

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Priya Taneja,  
CEO,  
DHR Global.

"I began my career here as an HR Manager and grew into the CEO role, so I understand the power of creating a place where people feel seen and supported," says Taneja. "I want everyone here to feel that same sense of possibility."

DHR Global's culture has earned it recognition from Inc. for workplace culture, as well as Forbes, Hunt Scanlon, and Newsweek for excellence in client delivery. The company offers formal training and development programs, mentoring, and opportunities to collaborate across industries and regions. To add to that, it offers benefits that support long-term wellbeing and sustained careers, including remote-work flexibility, a paid sabbatical program, and unlimited

vacation after five years. A key part of DHR Global's investment is its award-winning wellness program, Reaching for Wellness. But perhaps most importantly, it offers Development Days that give employees dedicated time to support the community initiatives that matter to them.

"I am incredibly proud of the environment we have built," says Taneja. "When people feel supported, trusted, and empowered to grow, they deliver exceptional results."

### A CHALLENGE THAT BUILT TEAMS

Those results were put to the test during the Covid-19 pandemic.

"The years immediately following the pandemic were some of the most exhilarating



and demanding in our firm's history," Taneja recalls. "The executive search industry experienced a surge unlike anything we had seen. Client demand exploded, leadership turnover rose across every sector, and competition for top talent intensified globally."

The challenge was not simply one of volume. DHR Global also had to protect its people at the same time.

"Burnout was a serious reality across the industry, and we knew that if we did not safeguard our culture, nothing else would matter," says Taneja. "One of the defining decisions we made during the pandemic was to avoid a massive scale of layoffs, and that choice created a level of loyalty and trust that carried us forward."

That commitment has been returned by DHR Global's staff and led to it being named one of Inc.'s Best Places to Work four years in a row.

"We overcame those challenges by staying grounded in who we are and supporting our people with absolute clarity and consistency," Taneja says. "As the industry accelerated, we focused on communication, transparency, and giving our teams the structure and resources they needed to manage growth in a sustainable way."

What this story demonstrates is the deeper purpose behind DHR Global's work, something that Taneja is passionate about.

"When we identify and support the right leaders, we are helping shape the organisations they guide," Taneja points out. "That creates a ripple effect that touches culture, teams, and entire communities. Leadership changes lives, and we feel the weight and privilege of that responsibility every day."

After twelve years at DHR Global, Taneja has seen the way the firm's people show up for its clients, candidates, and one another. Their dedication, pride in the work, and willingness to go further than expected are what she believes truly set this organisation apart.

"Being family-owned gives us the ability to nurture a culture where people feel trusted,

supported, and encouraged to do meaningful work," Taneja reflects. "Stepping into the CEO role has only deepened my appreciation for the people who make this impact possible. DHR is a firm driven by excellence, care, and a genuine commitment to making a difference."

These are the lessons Taneja wants to bring to the future of DHR Global as it becomes the leading smart, global boutique in talent advisory.

As Taneja puts it, "The future of DHR is about building the next chapter with clarity, ambition, and heart. We are growing with intention. Scale only matters if it strengthens the way we serve our clients and support our people."



Taneja sees the strongest near-term opportunity in select growth markets, particularly India and Japan, while Singapore continues to serve as a strategic hub for DHR's Asia platform. Europe and North America remain core to the firm's global strength, providing scale, depth, and long standing client relationships that support continued expansion.

"Technology is another major pillar of our future," Taneja tells us. "We are investing in systems that make us faster and more efficient. Our goal is not to replace the human side of what we do. It is to amplify it."

Another priority for DHR Global's future is partner development through programs like DHR Elevate, a new Partner sales training program.

"Along with upcoming development initiatives, this will strengthen our teams' ability to grow their markets, deepen client relationships, and build a more sales-driven, opportunity-rich culture," Taneja says. "At the centre of everything is my belief in people. I grew up inside this firm. That experience shapes how I lead." ☺



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