

# Christian Schoyen

Expert in retaining talent and building winning teams

**Christian Schoyen** is a leading expert in retaining talent and building winning teams. He is the founder and CEO of the successful international headhunting company **ESR** (founded in 1997), with offices in the US and Europe. He has personally been involved in more than 3500 recruitments of specialists/ managers and building hundreds of management teams for Fortune 1000 companies worldwide. For board of directors he also assists as a "facilitator" to help drive the management team forward according to the strategy set.

His passion and life quest is to identify the top performers in the marketplace for his clients and understanding human behavior to create theories and models for predicting behavior benefiting the corporate world and society. His models and theories are presented in his US bestseller book "**Secrets of the executive search experts**" and his Carl Jung inspired study which resulted in; "**Can people change or are behavior patterns fixed?**". These same work models are also the foundation of ESR. Before launching his headhunting company, Christian worked for two world leading headhunting organizations; A.T. Kearney in Scandinavia and Ward Howell International in Los Angeles and Chicago. Prior to entering the field of recruitment he founded a newspaper covering the job market for people seeking employment. In same time period he was awarded a research grant from the Norwegian Government to study; Hiring patterns of Norwegian companies within the European Economic Area (EEA).

Christian graduated with a BBA from Pacific Lutheran University; Tacoma, WA in 1991 and conducted his African-American studies at California State University (1988-1989) and studies in psychology at Harvard. His professional affiliations include The Society for Human Resource Management, World Future Society and Public Relations Consultants Association (PRCA).

Next to his professional work when time allows for it, he utilizes his experience and skillset from the corporate world to help disadvantaged children and their pets in low-income African-American communities with high crime. Christian is the Founder and Chairman of the non-profit organization: **Neighborhood Rescue of America**, where his company ESR, as part of the CSR annual program donates 10 days and financial resources. His latest pro-bono project, where he applied his 10 step system for for turn arounds is documented in the multi-award winning film, "**Vegas Vikings – The 21 Day Challenge**", which presents the Nevada case study, which was a private, non-governmental rescue project resulting in a record 75% reduction in violent crime in the most dangerous community in Las Vegas, the ethnic neighborhood of Sierra Oeste. His methodology and blue-print is presented in his books: "**Neighborhood Rescue 101- How to fix low income black and hispanic communities**" and "**Change Your Life- Change the World**".

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