FORM 4

| UNITED STATES SECURITIES AND | EXCHANGE COMMISSION |
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Washington, D.C. 20549

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| OMB Number:              | 3235-0287 |  |  |  |  |  |  |  |
| Estimated average burden |           |  |  |  |  |  |  |  |
| hours per response:      | 0.5       |  |  |  |  |  |  |  |

| Section 16. Form                                 |               | STA                                   | FEMENT      | OF  | CHANGES   | S IN E   | BEN     | IEFICIAL      |               | NERSH  |  | Estima  | Number:<br>ated average burde                                     | 11               |
|--|---------------|---------------------------------------|-------------|---|---|----------|---------|---------------|---------------|--|--|---|---|------------------|
| obligations may of<br>Instruction 1(b).          | continue. See |                                       |             |   | to Section 16(a) c<br>ion 30(h) of the Inv      |          |         |               |               | 4  |  | hours   | per response:   | 0.5              |
| 1. Name and Addres<br><u>KRENZ SCO</u><br>(Last) | 1 0           | erson <sup>*</sup><br>(Middle)        | H           | IEID  | Name <b>and</b> Ticker<br>RICK & ST<br>RNATIONA | RUG      | GĽÉ     | <u>S</u>      |               |  | k all applicable)<br>Director<br>Officer (give<br>below) | title   | below)  | wner<br>(specify |
| HEIDRICK & S<br>INC.                             |               |                                       | AI. I       | . Date c<br><mark>3/06/2</mark>                             | of Earliest Transac<br>2009                     | tion (Mo | onth/D  | ay/Year)      |               |  | Chief  | Fina  | ncial Officer   |                  |
| 233 S. WACKEI                                    | R DR. SUITE 4 | 4200                                  | 4.          | If Ame  | endment, Date of C                              | Driginal | Filed ( | (Month/Day/Ye | ar)           | 6. Indiv<br>Line)  | vidual or Joint/C  | Group   | Filing (Check Ap  | plicable         |
| (Street)<br>CHICAGO                              | IL            | 60606                                 |             |   |   |          |         |               |               | X  |  | -   | e Reporting Perso<br>re than One Repo                             |                  |
| (City)   | (State)       | (Zip)                                 |             |   |   |          |         |               |               |  |  |   |   |                  |
|  |               | Table I - Nor                         | n-Derivativ | ve Se   | curities Acqu                                   | uired,   | Disp    | oosed of, o   | or Bene       | eficially  | Owned  |   |   |                  |
| D. D         |               | 2. Transactio<br>Date<br>(Month/Day/Y | Year)       | 2A. Deemed<br>Execution Date,<br>if any<br>(Month/Day/Year) | Code (Instr.                                    |          |         |               | 3, 4 and 5)   | 5. Amount of<br>Securities<br>Beneficially<br>Owned Follow<br>Reported<br>Transaction(s) | Ŭ  | 6. Ownership<br>Form: Direct<br>(D) or Indirect<br>(I) (Instr. 4) | 7. Nature of<br>Indirect<br>Beneficial<br>Ownership<br>(Instr. 4) |                  |
|  |               |                                       |             |   |   | Code     | v       | Amount        | (A) or<br>(D) | Price  | (Instr. 3 and 4)   |   |   |                  |
|  |               | Table II -                            | Derivative  | e Sec   | urities Acqui                                   | red, D   | ispo    | osed of, or   | Benef         | icially O  | wned   |   |   |                  |

(e.g., puts, calls, warrants, options, convertible securities)

| 1. Title of<br>Derivative<br>Security<br>(Instr. 3) | 2.<br>Conversion<br>or Exercise<br>Price of<br>Derivative<br>Security | 3. Transaction<br>Date<br>(Month/Day/Year) | 3A. Deemed<br>Execution Date,<br>if any<br>(Month/Day/Year) | 4.<br>Transa<br>Code (<br>8) | (Instr. Securities<br>Acquired (A)<br>or Disposed<br>of (D) (Instr. |                      | 6. Date Exerc<br>Expiration Da<br>(Month/Day/) | ate                 | 7. Title and<br>Amount of<br>Securities<br>Underlying<br>Derivative Security<br>(Instr. 3 and 4) |                 | 8. Price of<br>Derivative<br>Security<br>(Instr. 5) | 9. Number of<br>derivative<br>Securities<br>Beneficially<br>Owned<br>Following | 10.<br>Ownership<br>Form:<br>Direct (D)<br>or Indirect<br>(I) (Instr. 4) | 11. Nature<br>of Indirect<br>Beneficial<br>Ownership<br>(Instr. 4) |  |
|---|---|--|---|------------------------------|---|----------------------|--|---------------------|--|-----------------|---|--|--|--|--|
|   |   |  |   | Code                         | v   | 3, 4 and (A)         | 5)<br>(D)                                      | Date<br>Exercisable | Expiration<br>Date   | Title           | Amount<br>or<br>Number<br>of<br>Shares              |  | Reported<br>Transaction(s)<br>(Instr. 4)                                 |  |  |
| Restricted<br>Stock Units                           | \$0   | 03/06/2009                                 |   | A                            |   | 9,821                |  | (1)                 | (2)  | Common<br>Stock | 9,821   | \$ <mark>0</mark>  | 14,821   | D  |  |
| Performance<br>Stock Units                          | \$0   | 03/06/2009                                 |   | A                            |   | 9,821 <sup>(3)</sup> |  | (3)                 | (3)  | Common<br>Stock | 9,821   | \$0  | 9,821  | D  |  |

Explanation of Responses:

1. This award vests ratably over three years. Upon vesting, the restricted stock units automatically convert into an equal number of shares of Company common stock.

2. Since restricted stock units automatically convert to common stock upon vesting, there is no expiration date for this award.

3. Represents the target number of Performance Stock Units. The actual number of shares to be issued, which could range from 0 to 175 percent of the initial target amount, will depend on, among other things, the issuer's financial performance during the relevant performance period compared to that of a selected peer group. The shares, if any, will be issued 36 months from the grant date.

## Stephen W. Beard, Attorney-in-03/10/2009 Fact

\*\* Signature of Reporting Person Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

\* If the form is filed by more than one reporting person, see Instruction 4 (b)(v).

\*\* Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

Persons who respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.