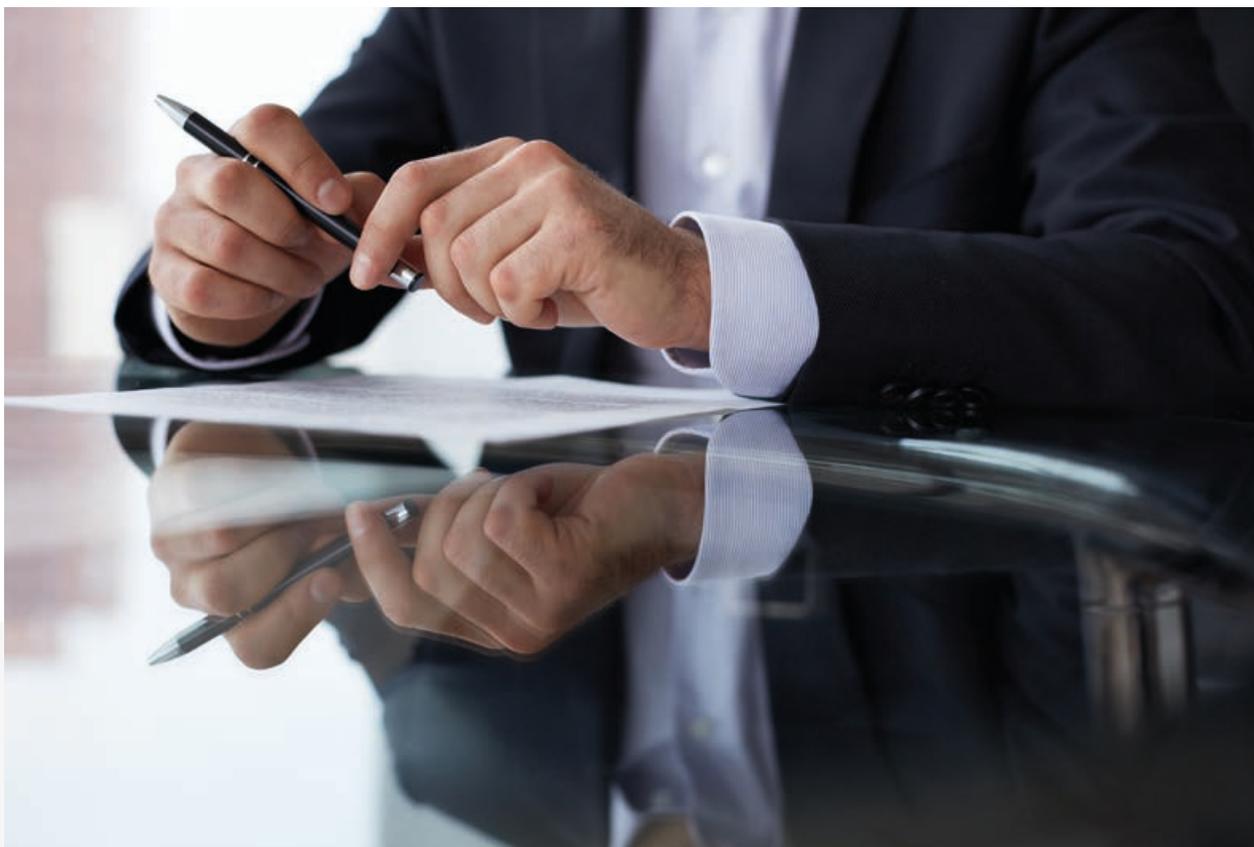


STANTON CHASE

How effective are your leaders?



Executive Assessment Solutions

STANTON CHASE

Stanton Chase is a global leader in executive search and leadership consulting with extensive experience across numerous industries and functions.

Established in 1990, Stanton Chase is a leading global executive search firm. With 350 expert consultants in over 70 offices across 45 countries, Stanton Chase is unique in the field of executive search, offering clients the global reach of one of the world's ten largest executive search firms, complemented by the industry expertise and personal relationships usually reserved for small boutique practices.

Our offices worldwide boast more than 350 senior consultants with unparalleled knowledge of their markets. Our specialists have a thorough understanding of our clients' industries, organizational and corporate cultures, competitive landscapes, strategies, and value propositions.

Strong collaboration and lasting relationships between our senior consultants ensure continued access to world-class candidates for our search engagements.

Internationally renowned research firms continuously rank Stanton Chase among the top executive search firms in terms of reputation and market share.

All of our consultants have extensive experience and key relationships in the industries in which they serve.

They are organized by industry and function to work as a seamless unit to understand client needs, analyze talent landscapes, and ensure an expeditious search process for each and every engagement.

Over 70% of our work comes directly from long-standing clients. We nurture relationships with clients and candidates through knowledge, ethics, professionalism, our consultative process, and our commitment to assembling world-class leadership teams.

STANTON CHASE

Can the leaders you have transform your business?

Do you know who your high-potential leaders are?

How will entering the C-suite affect the performance of your finest executives?

We will support you in answering these questions confidently, providing you with the acumen and awareness needed to make the right leadership decisions, at the right times.

Our specialists in Executive Assessment and Development are able to accommodate and understand the needs and aptitude of each individual, in order to make the most of your potential and use your leadership skills to their greatest effect.

Executive & Leadership Effectiveness

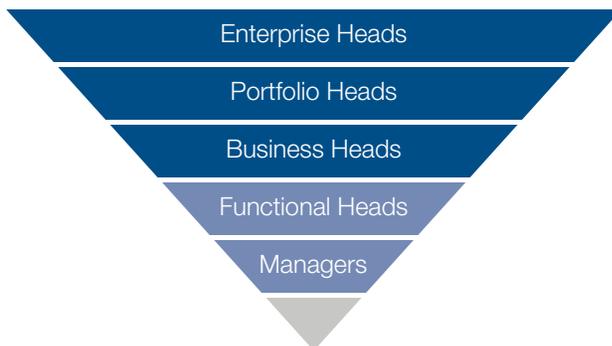
When assessing leaders, the objective is to be able to identify those who can lead now, as well as those who have future leadership potential. This means identifying a leadership partner who works with a robust and customizable assessment methodology, possesses an in-depth understanding of the science of leadership and, most importantly, is recognized for their expertise on leadership matters.

At Stanton Chase we have assessed and delivered leadership talent, delivering high impact and sustainable results on organizational growth for more than 25 years, in more than 40 countries around the world, and across the widest spectrum of industries and sectors.

We specialize in understanding how leaders at the highest levels of the organization behave, and we are experienced in identifying future behavior and leadership potential, growth drivers, as well as leadership “derailers”.

We guarantee to give you honest, practical, and applicable feed-forward that you can put to use immediately.

The leaders we focus on...



The data on leadership effectiveness speaks...

“Companies with high leadership effectiveness levels outperform others in total shareholder returns and annual net income.”

“The top 25% had twice the annual net income (profit attributable to shareholders) compared to the lowest quartile and returned 7 times more to shareholders over a 5 year period...”

“Organizations with leadership engagement levels of 65% or greater outperformed the total stock market index and posted total shareholder returns that were 22% higher than average.”

“Companies with high and sustainable leadership effectiveness and engagement levels had an average 1 year operating margin that was close to 3 times higher than others.”

“59% of the more engaged leaders say that work brings out their most creative ideas.”

“Companies with high levels of leadership effectiveness show employee turnover rates 40% lower than companies with low levels of leadership effectiveness.”

“Rentokil found that their leaders that most improved engagement saw retention increase 6.7%, providing an estimated saving of almost £7 million”.

“The Olympic Delivery Authority by June 2011 had an Accident Frequency Rate of 0.17 per 100,000 hours worked, which was less than half the construction industry average, and attributed this to strategies known to improve employee engagement through leadership effectiveness”.

Organizational Application

Strategic Organizational Change & Development

When planning a restructure of the organization, moving people around, elevating people to newly created leadership levels, and identifying transferable skill sets are all key areas of restructuring. These challenges become easier to unlock with the proper assessment partner. The alternative might be disengaged leaders that stray in search of new careers.

Succession Planning

Ensuring sustainable organizational growth is key in moving across organizational cycles. By identifying internal candidates that have the ability or potential to take on new and more senior roles in the future, the organization delivers impact over time. This is achieved by mapping current abilities against the future requirements of both organizational goals and individual capabilities. Our assessments map ability as well as potential, against current and future competencies.

Sustainable Executive Recruitment

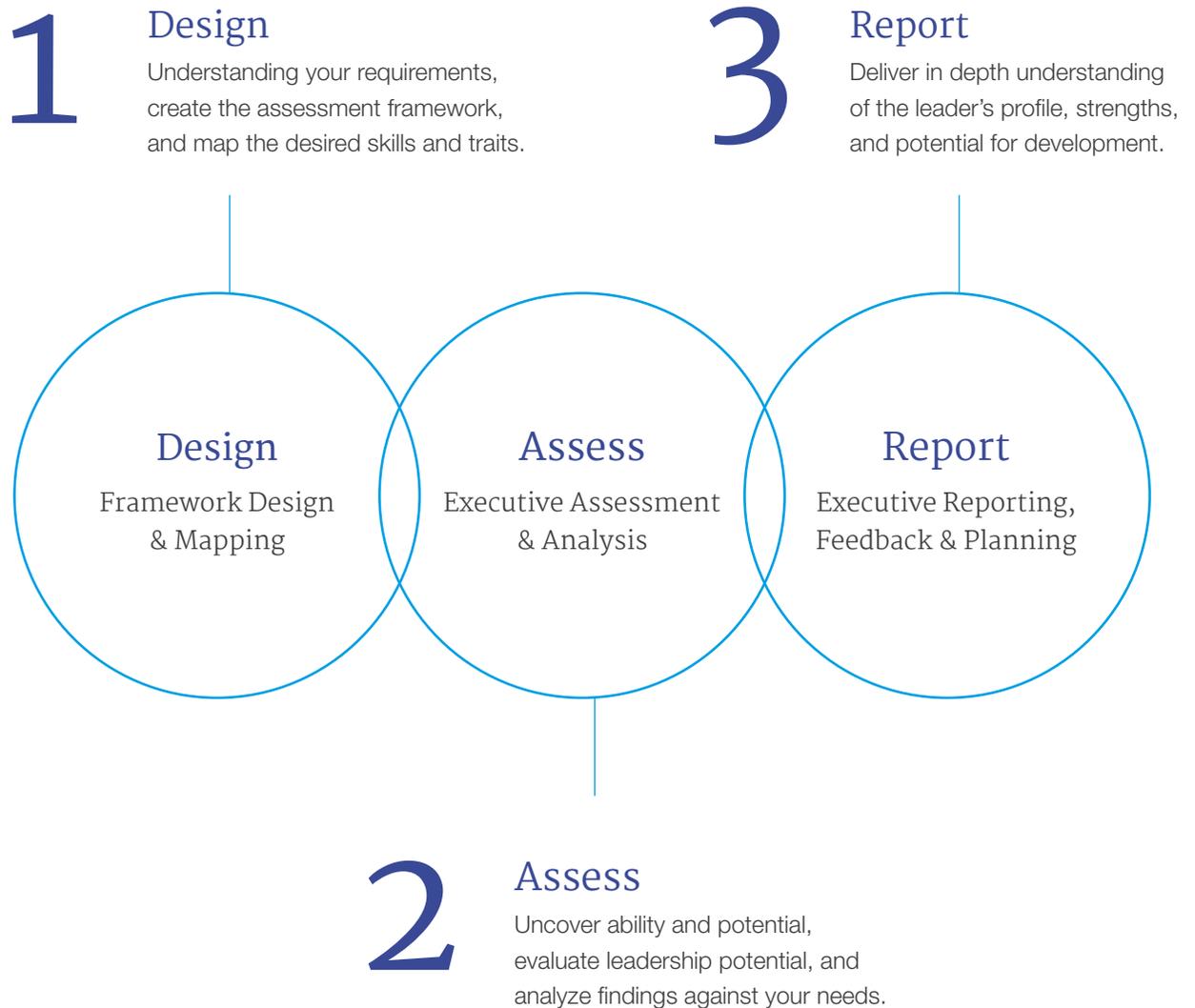
Stanton Chase Executive Assessments provide an independent measure of a leader's ability to deliver on the short, medium, and long term strategic and operational objectives of the organization; they enhance long term tenure of hires for better return on hiring investment. Regardless of the recruitment method organizations have used to identify and engage executive candidates, getting an external, professional, and robust third party assessment is key to mitigating executive attrition risks.

Executive Talent Development

The ability of an organization to identify growth and potential in executive leaders is probably the only way to help both the organization and the leader to maximize their potential. The alternative is stagnation, or getting the same old result, year after year. Stanton Chase Growth, Development, Potential, and Derailment Reports, all part of the overall Executive Assessment Solution, provide insights on how to help leaders to operate at a higher level.

When you want to find out how good your leaders are

Our Assessment Methodolgy



Design

Leadership & Business Framework Design & Mapping

Whether you have an existing leadership and/or business framework for assessment, or you want to build one designed to your specific organizational needs, Stanton Chase will take an active and integral role in understanding your core strategic requirements, design a framework that is suitable to deliver the organization's vision and strategy, and connect it all together to key personality traits and indicators, designed to understand and predict leadership behavior.

Position Briefings

- » Understanding the roles.
- » Analyzing current and future role requirements.
- » Mapping key performance indicators.
- » Building profile indicators to assess against.

Framework Design

- » Designing framework to assess against.
- » Structuring interviews for specific roles.
- » Building profile match templates for assessment tools.

Trait & Indicator Mapping

- » Mapping position brief requirements against framework traits and indicators.
- » Building safe areas and alert zones for online assessments.
- » Sharing final framework with client.
- » Adjusting & finalizing.

Assess

Leadership & Executive Assessment & Analysis

After 25 years of assessing and acquiring leaders for organizations of all kinds, Stanton Chase is well positioned to dive deep into the inner workings of human ability and potential, to bring to the surface the crucial leadership qualities that exist in people today, or that may still be budding at the grass roots of individual and team growth and potential.

Through a series of carefully and specifically designed interviews and customized assessment tools that work to identify leadership ability and potential, we assess, collect, and analyze evidence of leadership against present and future organizational needs, to deliver crucial insights for effective decision making.

Leader Interview

- » A 2 to 3 hour interview in a one on one format with each leader.
- » Customized interview questions to match three assessment areas: business alignment, leadership competency, and culture fit.

Tools Rollout

- » Psychometric / personality assessment tool.
- » 360 feedback assessment tool.

Data Analysis

- » Collect & consolidate data from three assessment sources.
- » Analyze individual data against role requirements, present and future.
- » Analyze collective data against future growth.
- » Draw collective insights.

Report

Executive Reporting, Feed-Forward & Planning

Our full turnkey solution includes a variety of different reports and feedback sessions. This includes an executive summary of findings from Chairman's Reports to individual reports, all designed to deliver an in-depth understanding of each leader's profile -- their strengths, growth areas, and potential derailers.

Optionally, organizations that are focused on investing in their leadership's future potential can tap into individual coaching sessions designed to deliver Individual Leadership Development Plans (ILDLP) with specific action areas for immediate implementation.

Chairman's Reports

- » Individual reports on each leader assessed.
- » Aggregate summary report of team / organizational Findings & Implications.
- » Presentation of both individual & aggregate findings as per client request.

Feedback Sessions

- » Individual report generation on each candidate assessed.
- » Individual leader feedback session.
- » Assisting leaders to interpret the results and implications.
- » Surfacing individual insights.

ILDLP Coaching

- » Individual leadership development plan coaching session.
- » Setting individual growth & development goals.
- » Identifying action areas and implementation deadlines.
- » Leader commitment to change.

Stanton Chase is uniquely positioned to help you make the best leadership decisions.

A deep understanding of executive talent

As a leader in worldwide executive search, we can accurately gauge your executives against the industry's leaders, many of whom we have personally identified and placed.

A unique view on potential

Rather than judging and predicting future success based on past experience alone, we use a unique approach that takes on board the proven indicators of success for your company.

Executives advising executives

We approach each commitment with a thorough understanding of your individual business needs, and an ultimate goal of driving your business forward to achieve the best results.

Every company is different. And no two business challenges are the same.

At Stanton Chase we realize this, and have the requisite proficiency and understanding to tailor our client solutions in order to meet the needs of each individual or organization.

Our experience speaks for itself in terms of our understanding of executive assessment, development, and leadership, and our expertise and in-depth knowledge of the market ensures we are able to help you overcome any future challenges your business may face.

Foundation of Success

Stanton Chase delivers commitment.

More than 70% of our business is derived from repeat business with existing clients. We attribute this to the successful, long-term relationships we have forged with our clients.

True partnership

We consider our relationships with clients to be partnerships. Our senior consultants with the necessary subject-matter expertise interact closely with our clients to execute all searches with precision.

We offer our clients the benefits of a global firm, while we are locally-structured to act and operate as a boutique. Extensive immersion is our policy – we get to know our clients in depth, becoming as familiar as possible with their culture and industry.

Candidates that fit the corporate culture

Our client relationships are not standard business relationships. We are our clients' trusted partner and understand their specific problems, as well as their business and culture, ensuring the selection of the best candidates with the best fit.

We identify the most important factors for success within an organization, involving the senior management team to identify the critical leadership practices. Then we go into great depth to analyze and understand each candidate – not just their past performance and track record, but also their character, background and personality.

The result is fit for purpose leaders who are successful and loyal.

Full transparency

We realize that clear and open communication is paramount in our relationships. To avoid any potential misunderstandings and surprises, we proactively provide clients with complete transparency throughout the entire search process, ensuring the largest measure of integrity, honesty, confidence and trust.

“Stanton Chase has a true understanding of my business; they are an extension of our culture.”

Our Unique Process

Consultative approach

Each engagement begins with in-depth interviews with key stakeholders. A position description is developed to identify the requisite experience, technical skills and critical leadership competencies necessary for top performance.

Once finalized, we use this position description, along with an agreed-upon search strategy, as the foundation for the search. We are in constant communication with the client throughout the entire process, providing insights and analytics for benchmarking.

Talent attraction

Each engagement is customized and uses current research to identify suitable candidates. Our local consultants interact with the candidates in person, taking the utmost care to attractively present the opportunity to the best candidates. In this way, we are able to attract the best potential talent to perfectly fit the position.

Access to top talent globally

Our offices and partners worldwide give us the ability to access top talent across the globe.

Talent assessment

In-depth, face-to-face interviews enable us to further assess the candidate's level of experience, capabilities, and leadership competencies against key selection criteria in the position description. We leverage a range of assessment tools to provide better insight into a given candidate's motivations and odds for success in a specific position. Final recommendations are presented to the client, supported by detailed candidate profiles and evaluations of the candidate's strengths, weaknesses and motivations.

“Stanton Chase really cares about us. They go the extra mile at every step of the process.”

STANTON CHASE

Talent acquisition

With top talent at a premium, a meticulous presentation of our client's organization and the available opportunity is vital. We carefully represent our clients in the marketplace and make the available position as attractive as possible for each identified candidate.

Based on the personal relationship our senior consultant forges with each candidate, we are able to gain a deep understanding of these individuals. We take great care in ensuring a perfect match between the candidate and our client's opportunity.

Candidate on-boarding, integration and coaching

We work to understand the undercurrents of your organization and the implicit effect of policies and procedures. We identify the stewards of your corporate culture, the formal and informal influences, and the prevailing mind-set of your company as an institution. This helps to ensure the successful on-boarding of executive hires.

By means of early-stage engagement assessment, we make the necessary adjustments, manage expectations, and take immediate action to minimize gaps. We obtain feedback from trusted sources in order to help new team members become as effective and efficient as possible in the shortest period of time.

Our undivided attention

Specializing in senior executives, we accept only a limited number of engagements. This allows us to avoid conflict-of-interest issues and to focus on filling these highly exacting positions. As such, we are at our best when we function as trusted advisors to our most demanding clients.

If your company is seeking an expert consultant with the leadership skills to deliver more than just sound advice, Stanton Chase stands ready to fulfill your needs, every step of the way.

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Your Leadership Partner