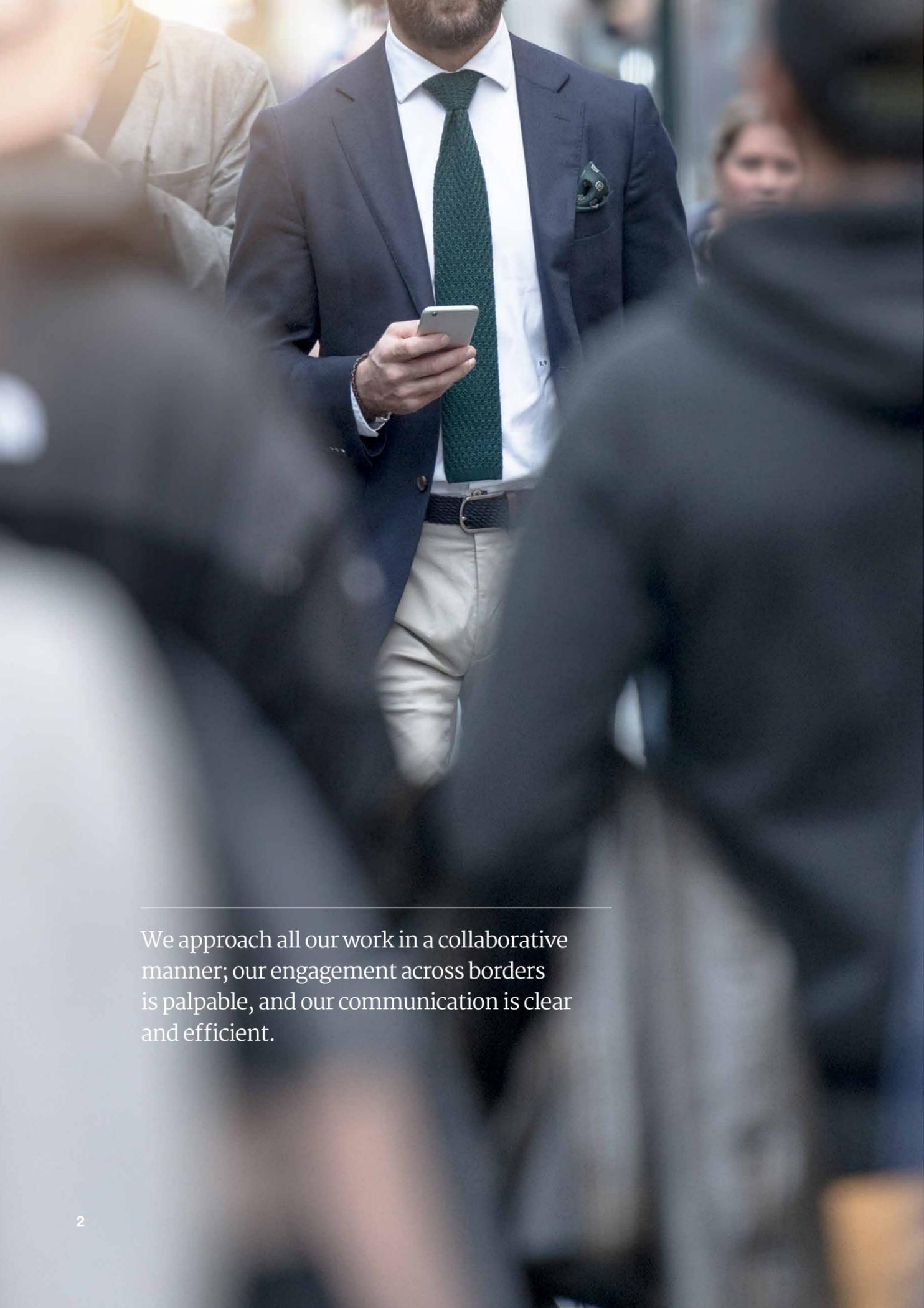


# Board Search, Assessment and Development Services



**Board Services Practice**



# 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 ranked among the leading global executive search firms. 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 network of offices boasts more than 350 senior consultants on location, with unparalleled knowledge of their markets. Our specialists have a thorough understanding of our client's industry, organizational and corporate culture, competitive landscape, strategy, and value proposition.

Strong collaboration and lasting relationships between our senior consultants and our clients 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, analyze, and ensure a successful and expeditious search process for each and every engagement.

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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.

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We approach all our work in a collaborative manner; our engagement across borders is palpable, and our communication is clear and efficient.

## Board Search, Assessment and Development Services

Corporate Boards have achieved much over the last 20 years; nonetheless, they also recognize that boardroom practices must remain flexible and dynamic to allow their corporations to survive and thrive in rapidly changing markets. Being a Board Member today is about active leadership, personal accountability and senior executive coaching.

Strong, dedicated Board members are critical for making a positive difference to the organizations on whose boards they serve. The Global Board Services Practice at Stanton Chase is about making our clients' Boards better as a result of our interaction, and making sure that impact lasts in our absence.

### Board Search

In a world where CVs are available everywhere on the internet, we add value and insight to the identification of singularly viable candidates. Our work is founded on a comprehensive, disciplined approach that ensures finding suitable candidates who match above and beyond your technical requirements.

Our approach enables us to respond with a rapid and deep understanding of your needs, including hands-on service by senior consultants and partners, prospect research and identification, presentation, assessment, and placement follow-up.

### Board Assessment

The right tools, used well, contribute toward a smooth, swift and insightful experience. Tools are matched to a Board's maturity and experience and allow the rapid but accurate and complete identification of both a Board's strengths and its opportunities for improvement. Using our Proprietary Board Assessment Methodology and Board Assessment Tools, we take a quantitative and qualitative approach to identifying strengths and areas for development on your Board.

### Board & Director 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.

## Great Companies Deserve Great Boards

Many of our senior consultants have themselves been Board members and thus bring a richness of personal experience to the corporate leadership recruiting and selection process. Thanks to this advantage, we understand Boards and are highly sensitive to the issues and pressures organizations face. We also understand the ethics, sensitivity and discretion required and recognize the drivers of success in today's dynamic and complex global economy.

With over 70 offices in 45 countries, we have been able to observe and recognize the global influence of Board changes and thereby continue to advise clients on Board composition, development, and assessment. By sharing information within our international network, conducting research, and staying abreast of government regulations, we continually fine-tune our services to meet client needs. Stanton Chase provides Board services within many industries and for organizations of all sizes.

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## Foundation of Success

### Stanton Chase delivers that 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 cultures, ensuring the selection of the best candidates with the best cultural 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.

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**“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 worldwide network of offices and partners gives 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.

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

### 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.**



# STANTON CHASE



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