

STANTON CHASE

Human Resources Specialty Practice



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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.

Human Resources Specialty Practice

In our era of rapid globalization and increasing cultural diversity, human capital and its leadership has never been more important. Thanks to our track record, our clients in the Americas, Asia, Europe, Australia and the Mid-East continually turn to us to search out human resource leaders to navigate this new world economy.

Our Human Resources Specialty Practice shares a total of over 500 years' work experience as top-level HR executives with some of the world's most notable companies. The former C-suite HR executives who make up our global team bring profound hands-on knowledge to their task.

We also have on hand experts in executive compensation, organizational development and talent management, performance improvement, occupational health and safety and HR technology. This experience and specialized know-how is the cornerstone of our success in placing the finest candidates in the world into the right positions.

Whether your firm is seeking leadership for a single site, divisional leader within a corporation, or your global organization is searching for an HR leader at the highest level, the Stanton Chase Human Resources Specialty Practice stands ready to fulfill your needs.

Our specialists around the world have already placed over 800 human resource executives with the vision and fortitude to sustain growth in the face of relentless change.

Human Resource Leadership Matters More Than Ever

Having the right HR leadership on the executive team is paramount for business impact, performance and growth. Regardless of their industry, size, or location, companies today face critical business challenges. Collectively, these challenges require organizations to build new capabilities. It is HR's opportunity to play

a leadership role in enabling organizations to meet the competitive challenges. Stanton Chase realizes this and is committed to providing world-class executive search services to our clients.

Successful organizations demand

- Building passion and purpose at the cornerstone of corporate culture
- High quality talent attraction and placement
- Leadership development at all levels of the organization
- Shifting focus from Diversity to Inclusion
- Organizational designs that are scalable and agile
- Talent analytics in practice – delivering on the numbers
- Supporting transformation, change management and integration with new technologies
- Anticipation of demographic demands to build better places to work and develop
- Effective leadership teams that work to build and strengthen the talent pipeline

It Takes One to Know One...

Stanton Chase Human Resources Leadership Assignments

Acquiring the one right Human Resources leader for your business requires highly specialized HR experience. This is where Stanton Chase comes in. Throughout our partner offices, we have many senior HR executives among our ranks from the most notable of global corporations. Stanton Chase boasts the largest and most qualified team of HR Executive Search consultants in the world. Our Human Resources Practice consists of over 40 former CHRO and VPHRs.

We have successfully completed over 800 executive Human Resources leadership placements to date.

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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.”

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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