

STANTON CHASE

# Global Industrial Sector Expertise



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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.

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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.**

## Industrial Expertise

In the current age of rapid technological advances, the Industrial sector is perhaps one of the most dynamic and challenging landscapes for businesses worldwide. Identifying, attracting, and retaining top leadership talent in this sector remains a pressing concern for many global companies.

Stanton Chase regularly conducts a global industrial executive survey; recent results revealed that revenue spent on digitalization, challenges associated with implementing digitalization, and a gap between where companies want to be versus where they are with the stages of digitalization are the most pressing challenges.

The new trends in the industrial sector – digital transformation, the rise of Industry 4.0, and the scaling of business – require very different types of executives. These new leaders must be equipped with specific, unique, and forward-thinking skills to lead your company into the future. This is how Stanton Chase can help. Not only do we have a deep understanding of the industry, we can assess what type of leadership skills are needed to bring your company to the next level. With our global network of offices and specialized consultants in different industries, we can tap into top leadership around the world.

Our Stanton Chase experienced and specialized Industrial sector consultants know the realities of the rapidly evolving globalization of the world of manufacturing. In addition, they recognize the importance of innovation, are living the speed of transformation in emerging markets, and are daily assessing, motivating, and recruiting world-class leaders, thereby ensuring success and breakthrough performance for our clients.

## Industrial Subsectors

### Automotive

The automotive industry, forever known for its price-pressured low margins, high quality standards, and breakthrough production principles, is certainly at an inflection point – positively. Product and technology innovation has never been more prevalent with advances in alternative fuels, higher, performing materials, and new emerging markets driving major renewals in strategy, product, and business models.

From Tier One and Two suppliers to the major OEM's reactions to new environmental regulations, financial pressures and evolving market demand are resulting in more nimble, responsive, and sustainable corporate entities.

With profound experience in supporting our clients worldwide and cross-functionally, from PE-backed suppliers to the large OEMs, Stanton Chase executive search consultants are pleased to partner with our clients and offer expertise as they navigate this change.

### Industrial Equipment and Components

Emerging from the “Global Financial Crisis,” companies are getting leaner, smarter, more efficient, and poised to take advantage of new investment in capital and industrial equipment. Agility, breakthrough service, and responding-to-demand

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opportunities in emerging markets have been the cornerstones of success in this sector during these difficult times. The leading companies are well-regarded global concerns and have re-invented themselves in order to respond to this turbulent economy with product and service innovations, growth in new markets, and shrewd commercial and business management.

Stanton Chase consultants possess a deep

and broad track record of assisting our clients in responding to these market forces and are pleased to bring value-added top talent to these leading clients.

Regardless of the size or location of your business, we have the team to meet your human capital needs. We welcome the opportunity of working together with you.

Nowhere is the convergence of technology and manufacturing more prevalent than in the industrial equipment and components sector. Technological innovation, intellectual property protection, raw material price pressures, and regulatory challenges represent just a few of the many constant threats and challenges that leadership must overcome. The positive news is that this sector is poised for growth on a global scale, and companies and leaders are ready to embrace change.

With sensitivity to the strategic and tactical demands on leadership, a track record of partnering with clients attracting senior level talent, and the local, regional and global presence our clients demand, Stanton Chase consultants are experienced and prepared to support.

Stanton Chase consultants are experienced and prepared to support clients by attracting top, senior level talent to their leadership teams.

## Chemicals

The global chemicals sector is under constant “attack” from escalating raw material costs, new and more stringent environmental and regulatory standards, and threats from adjacent industries

such as petroleum, biofuels and energy. The convergence of these forces has resulted in significant merger and acquisition activity both from natural competitors and those outside the sector.

Leadership teams in the chemicals sector are increasingly coming from outside the traditional company landscapes as the new market conditions are requiring different innovation in strategy, business models, and execution worldwide.

Given our strong global presence, experience, and track record in all sectors of industrial markets, our Stanton Chase executive search consultants are well positioned to assess, motivate, and capture top talent, enabling our chemicals sector clients to be successful in achieving their corporate growth initiatives.

## Engineering, Construction, and Building Materials

There is possibly no sector that drives, impacts, and reflects the globalization of business more than the engineering, construction, and building materials industries. The sight of cranes, scaffolding, and steel girders for large construction and infrastructure projects tend to ebb and flow along with international economies; nevertheless, are ultimately heading in a positive direction. Whether discussing new buildings in emerging markets (including the omnipresent ongoing competition for the tallest building in the world) or renovations/retrofits of existing skyscrapers, hotels, and hospitals, this sector is perennially active and drives investment and job creation.

Our sector-specific consultants are known for and well versed in cross-border, multi-regional, and complex talent acquisition projects at all levels of these vital and dynamic markets.

## Aerospace and Defense

The market forces driving transformational change in the aerospace and defense sectors mirror those of our dynamic global economy. The shift of economic power away from historically dominant markets such as North America and Western Europe to more rapidly growing emerging markets such as Central and Eastern Europe, China, India, and Southeast Asia as well as regulatory pressures intensifying and driving competition, has made the A&D sector a hotbed of activity and competition.

Effective leaders need to possess a unique combination of multicultural sensitivity, deep and trustworthy commercial and government relationships, technical savvy with respect to rapidly moving market demands, and new business model and management aptitudes.

With a range of clients of different scales and diverse A&D technologies, Stanton Chase consultants are pleased to partner with our clients and offer expertise as they navigate these changes.

## Pulp, Paper, and Packaging

While considered by many to be a very mature, “old school” sector, the pulp, paper, and packaging markets are undergoing a dramatic metamorphosis on a scale that has been rarely witnessed before. Sweeping globalization, breakthrough high demand, and highly innovative product advancements and technological solutions are forging a sector transformation.

The leading companies in the pulp, paper, and packaging markets are changing as we speak with international know-how, operational best practices, and brand strategy as the drivers.

## Agribusiness

Today's Agribusiness and Commodities sector represents a \$5 trillion global growth industry with increasingly complex value chains. Technological innovation, disruption, consolidation, convergence, and vertical integration are just a few of the challenges facing the sector today. These trends have a broad impact due to the integral and intertwined relationships between Agribusiness and other industries including Consumer Products, Industrial, Life Sciences and Healthcare, Supply Chain and Logistics, and Technology.

Agribusiness is changing rapidly as the Fourth Industrial Revolution drives the adoption of technologies that bring together hardware, software, and biology in new ways to drive increased productivity. At the same time, there is a global gap between the supply and demand of the technical, financial, and human resources that firms need to bridge the face of this evolution. Our Stanton Chase team stays abreast of the changing industry landscape and corresponding talent acquisition and leadership needs. We bring deep expertise across the sector, from agrichemicals, crop production, equipment, and distribution to sales and marketing of branded agri-products, food, and the burgeoning cannabis market.

Stanton Chase executive search consultants have been intimately involved with the growth of the Agriculture and Commodities business for decades. Our international firm combines global reach with local market knowledge, providing us access to the top talent in all industry sectors and geographic regions.

## 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.

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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 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.

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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 onboarding, 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 mindset of your company as an institution. This helps to ensure the successful onboarding of executive hires.

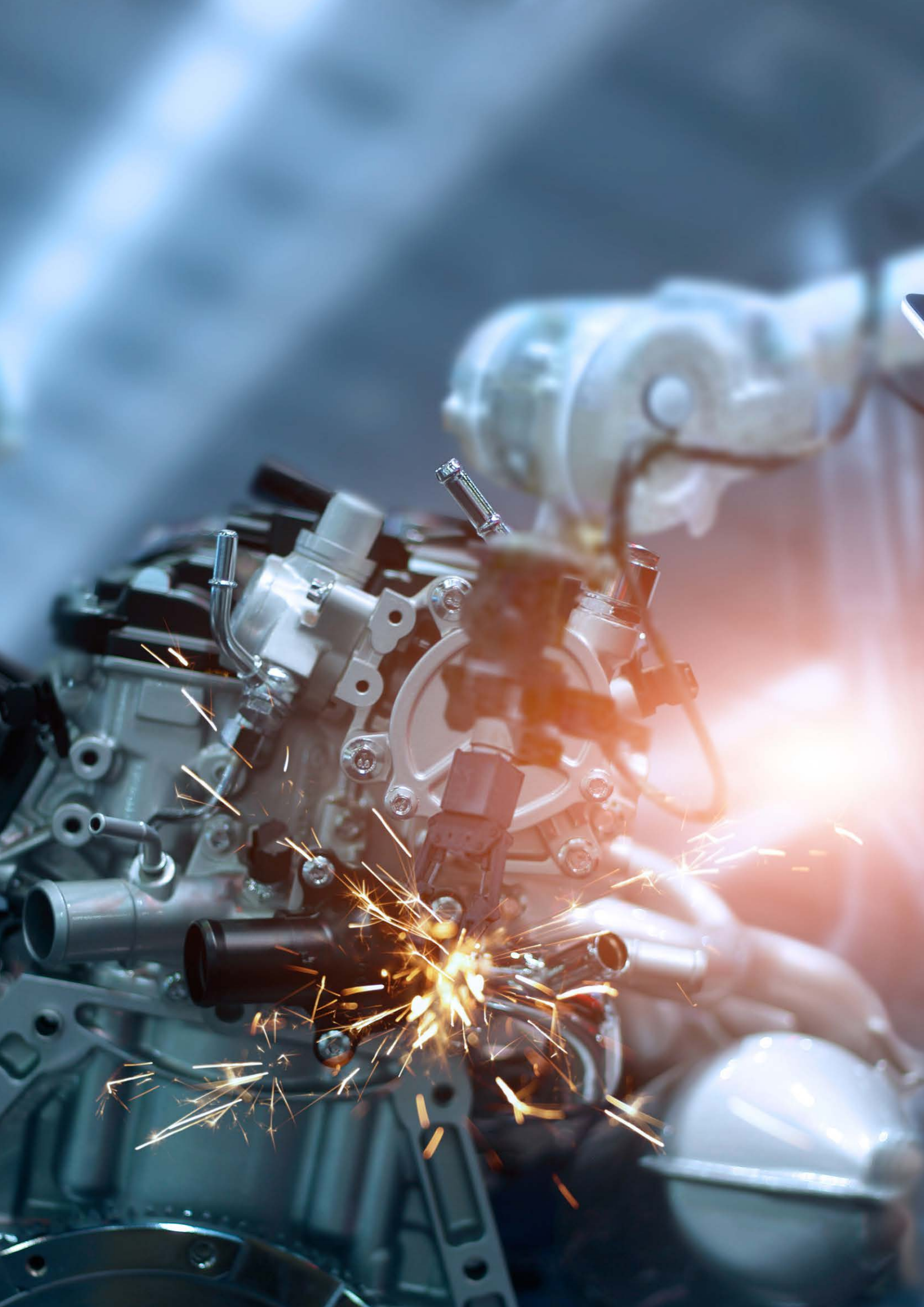
By means of early-stage engagement assessment, we make the necessary adjustments, manage expectations, and take immediate action to minimize gaps. We obtain feedback from trusted sources in order to help new team members become as effective and efficient as possible in the shortest period of time.

## 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

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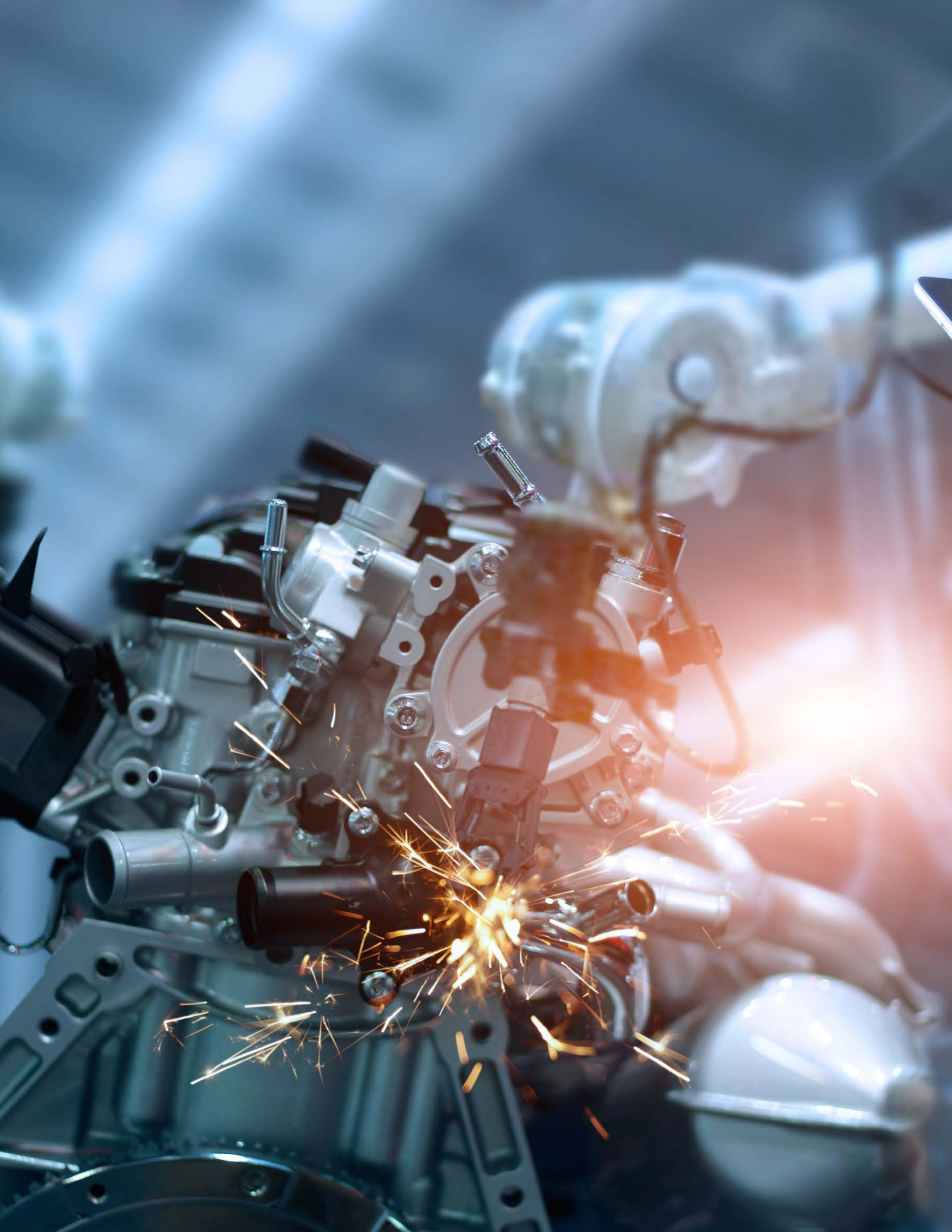
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