

STANTON CHASE

# Global Industrial Sector Expertise



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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.

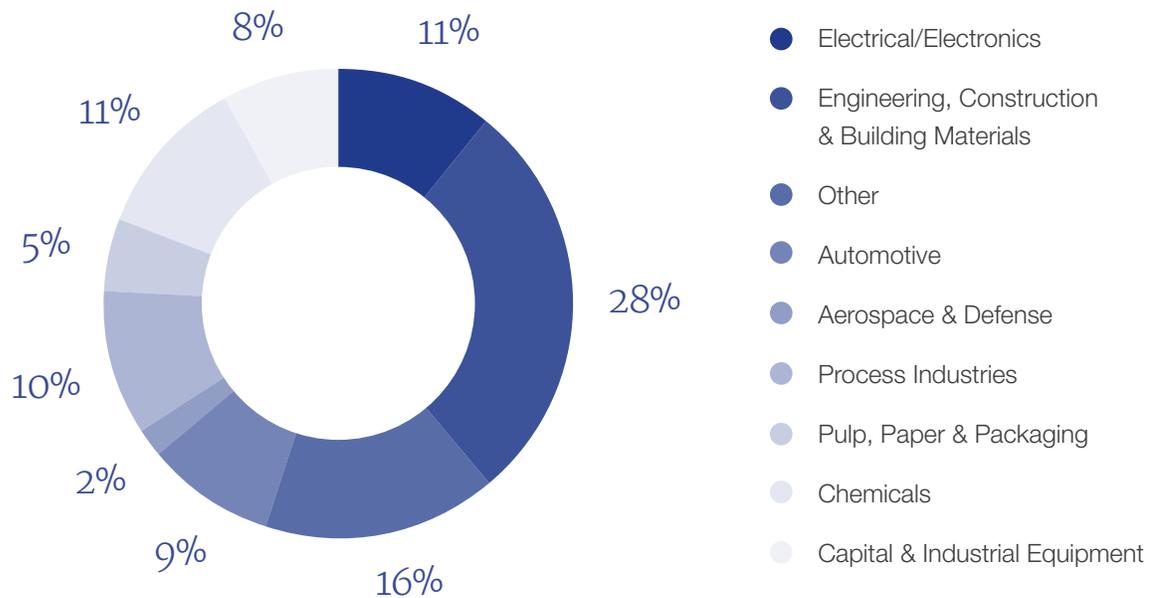
All of our consultants have extensive experience and key relationships in the industries in which they serve.

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.

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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.**

## Experience by Sector



### Aerospace and Defense

The market forces driving transformational change in the aerospace and defense sectors mirror those of our dynamic global economy. Ranging from a shift of economic power away from historically dominant markets to faster growing emerging markets such as Central and Eastern Europe, China, India and Southeast Asia, the A&D sector is a hotbed of activity and competition.

### Automotive

The automotive industry forever known for its price pressured low margins, high quality standards and breakthrough production principles is certainly at a positive inflection point. Product and technology

innovation has never been more prevalent with advanced in alternative fuels, higher performing materials, and new emerging markets driving major renewals in strategy, product, and business models.

### Capital and Industrial Equipment

Emerging from the global financial crisis, companies are leaner, smarter, more efficient and poised to take advantage of new investment in capital and industrial equipment. Agility, breakthrough service and responding to demand opportunities in emerging markets have been the cornerstones of success in this sector during these difficult times.

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## 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, bio-fuels and energy. The convergence of these forces has resulted in significant merger and acquisition activity both from natural competitors and outside the sector.

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

## Electronics, Electrical Equipment and Power Generation

Nowhere is the convergence of technology and manufacturing more prevalent than in the electronics, electrical equipment, and power generation sectors. Technology innovation, intellectual property protection, raw material price pressures and regulatory challenges represent just a few of the many constant threats and demands leadership must overcome. The positive news is the sector is poised for growth on a global scale as leaders embrace change.

## Engineering, Construction & Building Materials

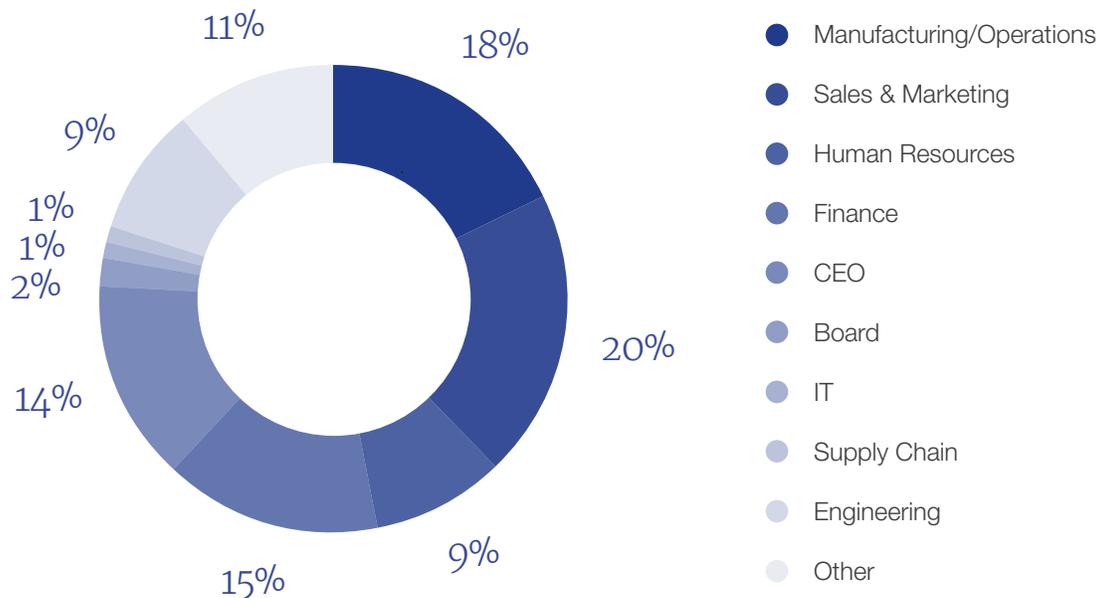
There is possibly no sector that drives, impacts and reflects the globalization of business more than the engineering, construction and building materials markets. The sights of cranes, scaffolding and steel girders for large construction and infrastructure projects globally tend to ebb and flow with the international economies but seem always on a positive compass heading. Whether new buildings in emerging markets or renovations or retrofits of existing skyscrapers, hotels or hospitals, this sector is active and drives investment and job creation.

## Pulp, Paper & Packaging

Pulp, paper, and packaging markets are undergoing a dramatic metamorphosis on a scale that has been rarely witnessed. Sweeping globalization, breakthrough high demand, and highly innovative product advancements and technology solutions are leading a sector transformation.

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

## Experience by Function



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

Our team is an integrated practice where consultants work as a seamless unit across borders to meet and exceed your expectations. We take care to assess chemistry and culture fit as primary discriminators for the best executive. With more than 90 senior consultants in over 40 countries, the Stanton Chase Industrial Practice group has the team to solve your human capital needs – regardless of the size or location of your business.

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“Stanton Chase consultants possess a deep and broad track record of assisting our clients in responding to driving market forces and are pleased to bring value added top talent to these leading clients. We welcome the opportunity of working with you as your partner in talent management.”

## 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.”

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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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