

# Diversity and Inclusion



# 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.

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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.**

## Diversity and Inclusion Recruitment

### Diversity is the order of the day

The expanding global marketplace has resulted in a more diverse workplace. Executive talent is being sought out from around the world. Women are making more decisions in the boardroom. Managers and executives by the thousands are moving to new cultures with even newer challenges. The impact is vast and significant.

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Stanton Chase is committed to carrying out this global reality.

### Growth through diversity and inclusion

We have taken a leadership position by acknowledging that diversity positively influences corporate innovation, customer centricity, employee job satisfaction, and ultimately, financial performance.

To affirm our commitment to diversity and inclusion, we formed a Global Diversity Practice in 2011. Our unique initiatives have decidedly paid off, and of this we are extremely proud.

We recently solidified our position as a leader in promoting gender inclusion with our acceptance into the prestigious 30% Club ([www.30percentclub.org](http://www.30percentclub.org)), an international organization founded in 2010 to redress gender inequality by encouraging corporations to achieve a level of 30 percent female representation on their boards.

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In 2015, Stanton Chase was recognized as the “Best Global Senior Executive Search Firm & Innovator for Diversity Recruitment” by Corporate Vision Magazine for our “dedication to innovation and moving their industry forward, while simultaneously providing the very best for their customers, allowing them to take their rightful place at the vanguard of their industry.”

Additionally, at our 25th Anniversary International Conference, we presented our Global Diversity Award to three of our most distinguished clients who demonstrate this commitment to gender, ethnic diversity, and inclusion.



Public Broadcasting Service (PBS), a premier broadcasting and media company, for reflecting the diversity of America both in front and behind the camera;



Novartis, an international healthcare solutions company, for addressing the evolving needs of patients and societies worldwide; and



T.Rowe Price, a global investment management firm, for leading the way in diversity representation at the board level.

## The criteria for the award include:

- » Best practices in diversity initiatives
- » Diversity representation at the board and executive levels
- » Overall employee diversity representation
- » Innovative diversity recruiting practices

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## Seeking candidates with diverse backgrounds is simply good business

For multinational businesses to succeed, they must be open to opinions and strategies that reflect the growing diversity in their workplace, communities, customers, stakeholders, and markets. By hiring senior-level executives from different backgrounds, companies are simply better prepared to manage all these challenges.

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Organizations improve their chances of finding the right talent when they are fishing in a larger, more diverse talent pool.

## Diversity and inclusion is a cornerstone of corporate growth strategy

Clients expect their search partner to address their diversity needs. Our global teams understand histories, trends, and cultures. They work together closely to deliver global diversity in candidates, ensuring that not only quality, but also cultural fit are fully covered.

## Our track record and commitment to diversity has strengthened our partnerships with our clients

Ours is a diverse organization. Over 35% of Stanton Chase global team members are women, and their representation on management and partner teams is a priority.

Meeting the strict demand for global leadership requires partnership with strong clients who are clear about their commitment to advancement and diversity. With search teams that are empowered and aligned to address the complex diversity issues, Stanton Chase delivers that commitment.

## 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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