



How effective are your leaders?

Are your leaders as good as your vision for your business...
and do they know how they can become better?

Introduction



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How effective are your leaders? It's a simple, yet difficult question to answer. I am always curious to understand how organizations go about evaluating the performance effectiveness of their boards, directors, leaders, and executive teams. The answer is sometimes positive, but in most cases, despite that optimistic positivity, the response is far from accurate.

Over the past decade the leadership industry has been transforming from within. At Stanton Chase, we too have come to understand that our true strength in Executive Search is born of having a strong Executive Assessment core. It was a natural evolution for us to then become more relevant to our clients, and to start to offer Executive, Leadership & Board Assessment services as stand-alone solutions, independent of pure search transactions.

My priorities as the Global Head of Assessment is to ensure internationally consistent and top quality assessment solutions, across industries, geographies and leadership levels of our client organizations. We continuously develop and enhance our offering, making it more robust and flexible, taking into account our experience of over 25 years in assessing C-Suite executives for leadership positions across sectors and global borders, in addition to the latest scientific research.

Stanton Chase takes pride in understanding the unique needs of each company, ensuring a discreet, confidential, robust and flexible assessment process and evaluation outcome.

We look forward to working with you as you come across your own assessment challenges.

Sincerely,

Wassim Karkabi
Global Head of Assessment
Stanton Chase

Stanton Chase is a leader in executive search and assessment with a global footprint, local expertise, and extensive experience across numerous industries and functions.

Established in 1990, Stanton Chase has grown to be ranked among the leading global executive search firms as rated by all major industry research firms. With 350 expert consultants in over 70 offices across 45 countries, Stanton Chase is unique in its field, 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.

Effective leadership outperforms ineffective leadership. The effectiveness of the leadership system in an organization determines the organization's performance, especially in volatile and uncertain business environments.

Our network of locally owned offices boasts the management experience of more than 350 senior consultants on location, with unparalleled knowledge of their markets. Our specialists endeavor to gain a thorough understanding of our client's industry, organizational and corporate culture, competitive landscape, strategy, and value proposition.



Can the leaders you have transform your business?

Do you know who your high-potential leaders are?

How will entering the C-suite affect the performance of your finest executives?

We will support you in answering these questions confidently, providing you with the acumen and awareness needed to make the right leadership decisions, at the right times.

Our specialists in Executive Assessment and Development are able to accommodate and understand the needs and aptitude of each individual, in order to make the most of your potential and use your leadership skills to greatest effect.

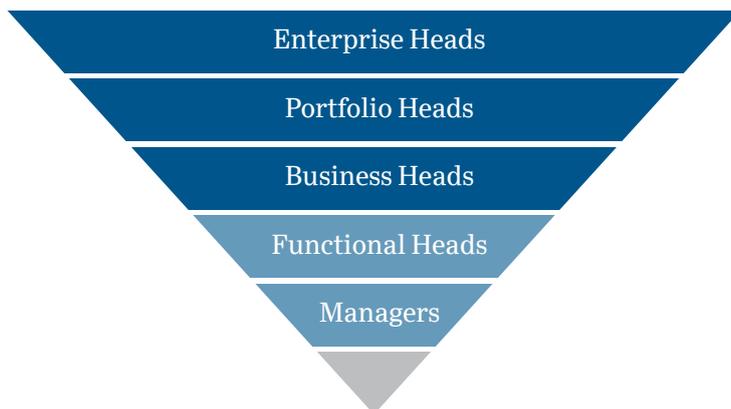


Executive & Leadership Effectiveness

When assessing leaders, the objective is to be able to identify those who can lead now, as well as those who have future leadership potential. This means identifying a leadership partner who works with a robust and customizable assessment methodology, an in-depth understanding of the science of leadership and, most importantly, is recognized for their expertise on leadership matters.

At Stanton Chase we have assessed and delivered leadership talent, delivering high impact and sustainable results on organizational growth for more than 25 years, in more than 40 countries around the world, and across the widest spectrum of industries and sectors.

The leaders we focus on...



We specialize in understanding how leaders at the highest levels of the organization behave, and are experienced in identifying future behavior and leadership potential, growth drivers, as well as leadership “derailers”.

We guarantee to give you honest, practical and applicable feed-forward that you can put to use immediately.

The data on leadership effectiveness speaks...

“Companies with high leadership effectiveness levels outperform others in total shareholder returns and annual net income.”

“The top 25% had twice the annual net income (profit attributable to shareholders) compared to the lowest quartile and returned 7 times more to shareholders over a 5 year period...”

“Organizations with leadership engagement levels of 65% or greater outperformed the total stock market index and posted total shareholder returns that were 22% higher than average.”

“Companies with high and sustainable leadership effectiveness and engagement levels had an average 1 year operating margin that was close to 3 times higher than others.”

“59% of the more engaged leaders say that work brings out their most creative ideas.”

“Companies with high levels of leadership effectiveness show employee turnover rates 40% lower than companies with low levels of leadership effectiveness.”

“Rentokil found that their leaders that most improved engagement saw retention increase 6.7%, providing an estimated saving of almost £7 million”.

“The Olympic Delivery Authority by June 2011 had an Accident Frequency Rate of 0.17 per 100,000 hours worked, which was less than half the construction industry average, and attributed this to strategies known to improve employee engagement through leadership effectiveness”.

Organizational Application

Strategic Organizational Change & Development

When planning a restructure of the organization in order to grow to the next level and unlock new growth areas within the company's strategic directions, moving people around, elevating people to newly created leadership levels, and identifying transferable skill-sets are all key areas of restructuring. These challenges become easier to unlock with the proper assessment partner. The alternative might be disengaged leaders that stray in search of new careers.

Succession Planning

Ensuring sustainable organizational growth is key in moving across organizational growth cycles. By identifying internal candidates that have the ability or potential to take on new and more senior roles in the future, the organization delivers impact over time. This is achieved by mapping current abilities against the future requirements of both organizational goals, as well as individual executive capabilities. Our assessments map ability as well as potential, against current as well as future competencies.

Sustainable Executive Recruitment

Stanton Chase Executive Assessments provide an independent measure of a leader's ability to deliver on the short, medium and long term strategic and operational objectives of the organization, and enhance long term tenure of hires, for better return on hiring investment. Regardless of the recruitment method organizations have used to identify and engage executive candidates, getting an external, professional and robust third party assessment is key to mitigating executive attrition risks.

Executive Talent 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. The alternative is stagnation, or getting the same old result, year after year. Stanton Chase Growth, Development, Potential and Derailment Reports, all part of the overall Executive Assessment Solution, provide insights on how to help leaders to operate at a higher level.

When you want to find out how good your leaders are

Our Assessment Methodolgy

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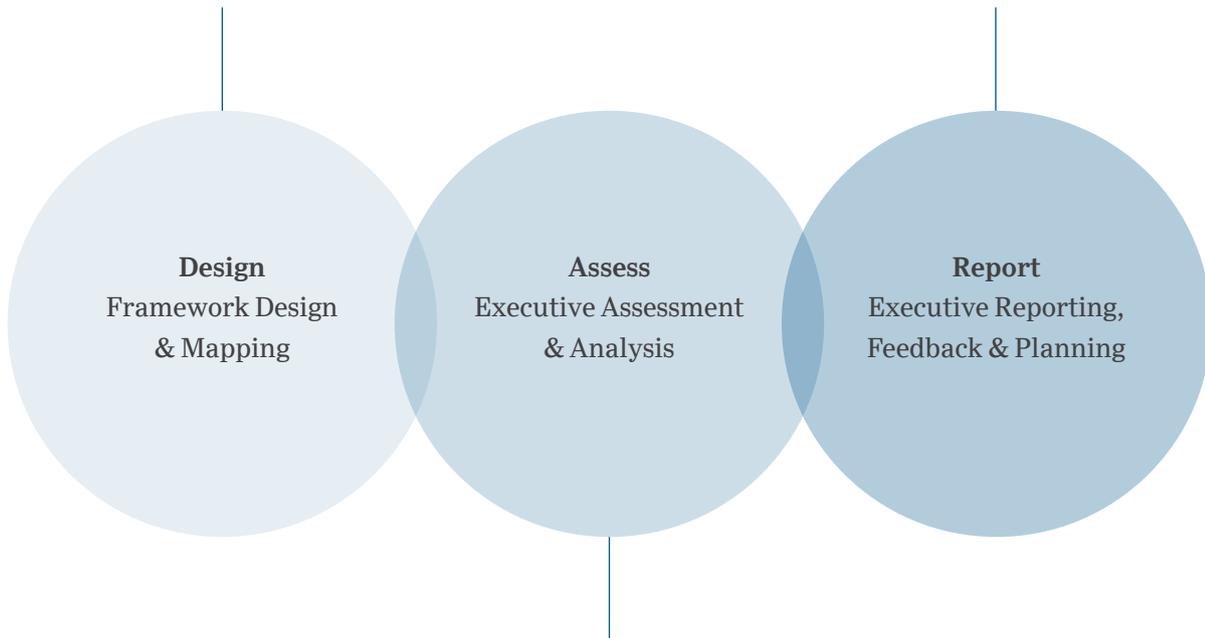
Design

Understanding your requirements, create the assessment framework and map the desired skills and traits.

3

Report

Deliver in depth understanding of the leader's profile, strength and potential for development.



2

Assess

Uncover ability and potential, evaluate leadership potential and analyze findings against your needs.

Design

Leadership & Business Framework Design & Mapping

Whether you have an existing leadership and/or business framework for assessment, or you want to build one designed to your specific organizational needs, Stanton Chase will take an active and integral role in understanding your core strategic requirements, design a framework that is suitable to deliver the organization's vision and strategy, and connect it all together to key personality traits and indicators, designed to understand and predict leadership behavior.

Position Briefings

- Understanding the roles.
- Analyzing current and future role requirements.
- Mapping key performance indicators.
- Building profile indicators to assess against.

Framework Design

- Designing framework to assess against.
- Structuring interviews for specific roles.
- Building profile match templates for assessment tools.

Trait & Indicator Mapping

- Mapping position brief requirements against framework traits and indicators.
- Bulding safe areas and alert zones for online assessments.
- Sharing final framework with client.
- Adjust & finalize.



Assess

Leadership & Executive Assessment & Analysis

After 25 years of assessing and acquiring leaders for organizations of all kinds, Stanton Chase is well positioned to dive deep into the inner workings of human ability and potential, to bring to the surface the crucial leadership qualities that exist in people today, or that may still be budding at the grass roots of individual and team growth and potential.

Through a series of carefully and specifically designed interviews and customized assessment tools that work to identify and surface leadership ability and potential, we assess, collect and analyze evidence of leadership against present and future organizational needs, to deliver crucial insights for effective decision making.

Leader Interview

- A 2 to 3 hour interview in a one on one format with each leader.
- Bespoke interview questions to match three assessment areas: business alignment, leadership competency, and culture fit.

Tools Rollout

- Psychometric / personality assessment tool.
- 360 feedback assessment tool.

Data Analysis

- Collect & consolidate data from three assessment sources.
- Analyze individual data against role requirements, present and future.
- Analyze collective data against future growth.
- Drawing collective insights.



Report

Executive Reporting, Feed-Forward & Planning

Our full turnkey solution includes a variety of different reports and feedback sessions, as outlined in the flow chart below, which includes an executive summary of findings, from the upper echelons of the organization part of our Chairman's Report, to individual reports, designed to deliver in-depth understanding of each leader's own leadership profile - their strength, their growth areas, and their potential derailers.

Optionally, organizations who are focused on investing in their leadership's future potential can tap into individual coaching sessions designed to deliver Individual Leadership Development Plans (ILDLP) with specific action areas for immediate implementation.

Chairman's Reports

- Individual reports on each leader assessed.
- Aggregate summary report of team / organizational Findings & Implications.
- Presentation of both individual & aggregate findings as per client desire.



Feedback Sessions

- Individual report generation on each candidate assessed.
- Individual leader feedback session.
- Assisting leaders to interpret the results and implications.
- Surfacing individual insights.



ILDLP Coaching

- Individual leadership development plan coaching session.
- Setting individual growth & development goals.
- Identifying action areas and implementation deadlines.
- Leader commitment to change.



Stanton Chase is uniquely positioned to help you make the best leadership decisions.

A deep understanding of executive talent

As a leader in worldwide executive search, we can accurately gauge your executives against the industry's leaders, many of whom we have personally identified and placed.

A unique view on potential

Rather than judging and predicting future success based on past experience alone, we use a unique approach that takes on board the proven indicators of success for your company.

Executives advising executives

We approach each commitment with a thorough understanding of your individual business needs, and an ultimate goal of driving your business forward to achieve the best results.

Every company is different. And no two business challenges are the same.

At Stanton Chase we realize this, and have the requisite proficiency and understanding to tailor our client solutions in order to meet the needs of each individual or organization.

Our experience speaks for itself in terms of our understanding of executive assessment, development, and leadership, and our expertise and in-depth knowledge of the market ensures we are able to help you overcome any future challenges your business may face.



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