

## About Spencer Stuart

At Spencer Stuart, we know how much leadership matters. We are trusted by organizations around the world to help them make the senior-level leadership decisions that have a lasting impact on their enterprises. Through our executive search, board and leadership advisory services, we help build and enhance high-performing teams for select clients ranging from major multinationals to emerging companies to nonprofit institutions.

Privately held since 1956, we focus on delivering knowledge, insight and results through the collaborative efforts of a team of experts — now spanning 58 offices, 31 countries and more than 50 practice specialties. Boards and leaders consistently turn to Spencer Stuart to help address their evolving leadership needs in areas such as senior-level executive search, board recruitment, board effectiveness, succession planning, in-depth senior management assessment and many other facets of organizational effectiveness.



## OUR SERVICES



### Executive Search

Leadership requirements continue to evolve, but the need for high-performing executives remains constant. Our core business is identifying, assessing and recruiting extraordinary leaders who have the necessary skill, experience and personal traits to advance company strategies and achieve outstanding results over the long term. The majority of our assignments are at the chief executive officer, president, chief operating officer and other senior management levels, from chief financial officers and heads of human resources to heads of sales and digital executives.



### Board Services

Spencer Stuart has been a worldwide leader in director search and other board advisory services for more than 30 years. We help clients around the world build qualified, experienced and diverse boards. Our experienced consultants advise on board succession and corporate governance issues and provide tailored board assessment services. We are the firm of choice for both leading multinationals and smaller organizations, regularly working with public, private equity-backed, major private and family-owned companies, startups and nonprofit organizations. We help clients strengthen their board structures, improve their governance and increase their overall effectiveness.



### Succession Planning

Ensuring the company has a capable chief executive in place today and in the future is one of the most important jobs of the board and current CEO. We counsel boards on their CEO succession planning needs, helping them define, plan and implement their overall succession process through both internal assessment and external

benchmarking. We also help companies address their short-term leadership needs during times of crisis, including an unexpected retirement or a turnaround situation requiring a change in leadership.



### Executive Assessment

When critical leadership decisions need to be made, having accurate insight into executive talent allows organizations to make these decisions more confidently — and avoid costly mistakes. We combine an evaluation of business and functional competencies and rigorous referencing with our Executive Intelligence (ExI®) evaluation, our proprietary methodology for evaluating leadership potential and the capacity to thrive in new, unfamiliar and complex situations.



### Leadership Advisory Services

The stakes for leadership decisions continue to rise as companies transform themselves through new strategies, different product mixes, and expansion into new markets and geographies in response to changing competitive and marketplace dynamics. We help companies navigate a broad range of leadership and talent issues, including aligning culture and talent strategy with business strategy, merger integration support and maximizing team effectiveness.

## EXPERTISE

To provide clients with in-depth insight, we are organized in specialized practices by industry, function and areas of expertise.



### INDUSTRIES

Business & Professional Services

#### Consumer

- » Consumer Packaged Goods & Durables
- » Hospitality & Leisure
- » Retail, Apparel & Luxury Goods
- » Sports Business

#### Education, Nonprofit & Government

- » Academia & Research
- » Arts & Culture
- » Associations
- » For-profit Education
- » Global Development & Social Enterprise
- » Government

#### Financial Services

- » Asset Management
- » Consumer Financial Services
- » Global Banking & Markets
- » Insurance
- » Private Wealth Management
- » Real Estate

#### Industrial

- » Aerospace & Defense
- » Agriculture & Commodities
- » Automotive & Mobility
- » Aviation
- » Energy
- » Engineered Products & Solutions
- » Industrial Services
- » Industrial Technology

- » Infrastructure
- » Natural Resources
- » Process Industries
- » Transportation & Logistics

#### Healthcare

- » Biopharma
- » Healthcare Services
- » Medical Technology

#### Private Equity

#### Technology, Media & Telecommunications



### FUNCTIONS

- » Boards
- » Chief Executive Officer
- » Corporate Communications
- » Financial Officer
- » Human Resources
- » Legal, Compliance & Regulatory
- » Marketing Officer
- » Risk
- » Supply Chain
- » Technology Officer

## ADDITIONAL AREAS OF EXPERTISE

- » Digital Leadership
- » Diversity
- » Family Business
- » Merger Integration Support
- » Organizational Culture Alignment
- » Team Effectiveness

## LEADERSHIP INSIGHT

In addition to our client work, we deliver knowledge and insight on key issues in leadership and governance through our publications and events, from Board Indexes that explore board trends across countries, regions and industries to *Point of View*, which examines the most important leadership issues facing senior business leaders..

## OUR HISTORY

### 1956

Spencer R. Stuart, the firm's founder, begins the business in Chicago.

### 1959

Spencer Stuart becomes the first executive search firm to formally establish an international operation with the opening of its Zurich office. We now have 19 offices throughout Europe.

### 1961

The firm opens offices in New York and London on the same day.

### 1970

Spencer Stuart continues to expand its global network, opening an office in Sydney. Today, the firm has 10 offices in the Asia Pacific region.

### 1974

Spencer Stuart, a truly international partnership, sells shares to its senior consultants. Today, we are the leading privately held firm owned and governed by its partners.

### 1977

The firm opens an office in Sao Paulo, one of five offices currently in Latin America.

### 1982

The firm launches its High Technology Practice, now referred to as the Technology, Media & Telecommunications Practice.

### 1983

Spencer Stuart is the first executive search firm to establish a dedicated Board Services Practice. As the premier firm for director searches, we conduct more than half of all board assignments handled through executive search.

### 1986

The firm establishes its Consumer Practice and the first fully integrated global Life Sciences Practice.

### 1993

Spencer Stuart opens an office in Johannesburg, its first office in Africa. The firm now has offices on six continents.

### 1994

To reinforce its commitment to quality, the firm introduces the client satisfaction survey — the first of its kind in the industry.

### 1995

The firm establishes the Financial Services Practice; today, the practice represents nearly one-quarter of our worldwide client base.

### 2000

Spencer Stuart creates the Diversity Practice, the first of its kind in the search industry.

### 2001

The firm formally establishes the Industrial Practice, which brings together the expertise of consultants from 12 separate industry sectors.

**2002**

The firm formalizes its Legal, Compliance & Regulatory, Financial Officer and Information Officer practices to provide specialized functional expertise to clients globally.

**2003**

Spencer Stuart formally launches the Education, Nonprofit & Government Practice.

**2006**

Spencer Stuart formalizes its Private Equity Practice. The same year, the firm opens an office in Mumbai, followed by an office in New Delhi in 2009, and Bangalore in 2015.

**2007**

Expanding the firm's presence to the Middle East, Spencer Stuart opens an office in Dubai.

**2012**

Spencer Stuart opens a new office in Istanbul, launching a presence in Turkey and establishing the firm at the cross-roads of Europe, Asia and the Middle East.

**2014**

Spencer Stuart acquired the Reya Group, enhancing our Leadership Advisory Services, which focus on the alignment of culture, talent and strategy.

**ADMINISTRATIVE OFFICE**

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**58 offices in 31 countries**

**CHIEF EXECUTIVE OFFICER**  
Ben Williams

**CHAIRMAN OF THE BOARD**  
David Daniel



*Founded in 1956 by  
Spencer R. Stuart*



*A privately  
held firm*



*1,400 Worldwide  
Personnel*



*More than  
450 consultants*

# SpencerStuart

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For more information on Spencer Stuart, please visit [www.spencerstuart.com](http://www.spencerstuart.com).

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