

SpencerStuart

Spencer Stuart  
An Overview

# Who We Are and What We Do

At Spencer Stuart, we know how much leadership matters.

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 more than 60 offices, over 30 countries and more than 50 practice specialties.

Spencer Stuart has more than 65 years of experience in leadership consulting. We've built a reputation for delivering real impact for our clients around the world. Boards, CEOs and other senior 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, CEO and C-suite succession planning, in-depth senior management assessment, individual and team performance, and many other facets of culture and organizational effectiveness.

## Our Purpose

Discover and  
develop leadership  
for a better future.

We help our clients answer some of the most critical questions they face:

### As a leader, how do I ...

- » Ensure that we are selecting and developing the right leaders as part of succession planning, a merger or other strategic change?
- » Help a newly hired or promoted executive to become effective quickly?
- » Build a diverse, high-performing leadership team that is more than just a collection of talented individuals?
- » Assess the composition and effectiveness of our board with transformation on the agenda?
- » Evaluate whether the organizational culture and top team dynamics support our new strategic priorities — or serve as an obstacle to change?

# Our Services

## Executive Search

We combine deep industry and functional knowledge with a proven executive search and assessment process to help clients find leaders who best fit their organization's unique needs and will have a lasting impact.

We collaborate with colleagues around the world to bring the right specialized industry, functional and geographic knowledge to each assignment. Based on our deep relationships with the most sought-after executives and insights into their leadership capabilities and career goals, we are able to attract the best candidates — those who have the ability to turn around a business, build high-performing teams or create a culture that fosters innovation.

We have a range of tools and proprietary techniques to conduct a rigorous assessment of candidates' track records, knowledge, abilities and potential. Our clients and candidates value us for our expertise, insight, honest advice and commitment to their success.

## Board Services

For more than 40 years, our global Board and CEO Practice has been a trusted partner in identifying and recruiting independent directors, advising on governance issues, and supporting boards and CEOs through career milestones, business transformations and crises.

We support every leadership decision, including board appointments, CEO recruitment, long-term CEO succession planning, executive development and accelerating CEO performance during the pivotal first year and beyond. As a long-term strategic partner to boards, we help identify and remove obstacles to improving board effectiveness and performance. Our global team of board experts works together to ensure that our clients have unrivaled access to the best existing and potential director talent, and regularly assists boards in increasing the diversity of their composition.





## Our Services (Cont'd)

### CEO Succession Planning

An organization's ability to place the right leader at the top has never been more important to its performance and sustainability. As expert advisers on candidate assessment, executive development and the CEO selection process, we assist CEOs, CHROs and boards with the important and complex task of CEO succession planning. We help organizations identify, assess and develop a diverse pipeline of potential successors and design an inclusive process that is effective, fair and credible.

### Leadership Consulting

The most successful organizations have the right people in the top leadership roles working effectively together, an organizational culture aligned with business strategy, and a commitment to developing the leaders for the future. Applying deep expertise, proprietary tools and considerable experience, we provide the guidance and insight to help clients attract and develop individual leaders, improve the effectiveness of teams, and foster a high-performing culture.

We continuously invest in building our knowledge of leadership and expanding our capabilities both organically and through partnerships and acquisitions, including Cambria Consulting, to help you better respond to the opportunities and challenges of today's more complex business environment.

### Individual Development and Performance

- » Executive Development and Leadership Coaching
- » CEO Succession Planning
- » CEO and Senior Executive Onboarding
- » Virtual Team Leadership

### Team Performance

- » Top Team Effectiveness

### Organizational Performance

- » Mergers and Acquisitions
- » Organizational Culture, Talent and Strategy Alignment

# Our Expertise

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

## Industry Practices

<b>Consumer</b>	<b>Healthcare</b>
> Consumer Products	> Biopharma
> Consumer Tech	> Healthcare Services
> Hospitality & Leisure	> Medical Technology
> Retail, Direct to Consumer, Apparel & Luxury Goods	<b>Industrial</b>
> Sports Business	> Aerospace & Defense
<b>Education &amp; Social Impact</b>	> Agriculture & Commodities
> Academia & Research	> Automotive & Mobility
> Arts & Culture	> Aviation
> Associations	> Energy
> For-Profit Education	> Engineered Products & Solutions
> Global Development & Social Enterprise	> Industrial Services
> Government	> Industrial Technology
<b>Financial Services</b>	> Infrastructure
> Asset Management	> Process Industries
> Consumer Financial Services	> Transportation & Logistics
> Fintech	<b>Private Equity</b>
> Global Banking & Markets	<b>Professional and Technology Services</b>
> Impact Investing	<b>Technology, Media &amp; Telecommunications</b>
> Insurance	
> Private Wealth Management	
> Real Estate	

## Functional Practices

Boards	Legal, Compliance & Government Affairs
Chief Executive Officer	Marketing, Sales & Communications Officer
Chief Sustainability Officer	Risk
Financial Officer	Supply Chain
Human Resources	Technology and Digital Officer

## Additional Areas of Expertise

Digital Transformation	Restructuring
Diversity, Equity & Inclusion	Sustainability
Family Business	



## Our People and Culture

Spencer Stuart is a firm with over 2,200 colleagues around the world. We come from diverse professional and personal backgrounds. But whether we're in Shanghai or Santiago, Stockholm or Stamford, we're united by our mission, purpose, values and commitment to each other and to our clients and candidates.

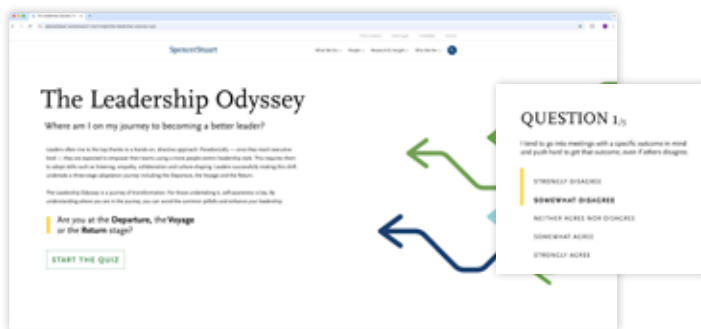
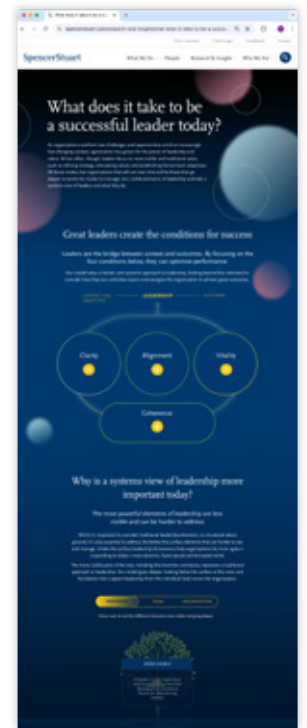
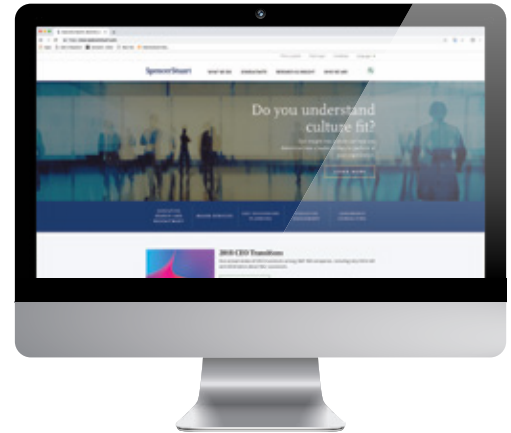
In order to fulfill our purpose and do our best and most impactful work, it's important that everyone feels they can bring their whole selves to work and be able to reach their full potential at our firm. We believe nurturing an inclusive culture where diversity can thrive is necessary for us to serve as more effective advisers to our clients on the critical decisions around who to hire, develop and promote, and to partner with them on how to improve the effectiveness of their leadership teams and boards.

We believe our key differentiator is our people, and we devote considerable energy to finding, recruiting, developing and retaining smart, curious, innovative and results-driven people who care deeply about the work we do, our colleagues and our communities. We're invested in one another's success.

We work hard to create a collaborative and inclusive culture that serves to attract and retain that talent. Plus, it just makes Spencer Stuart a more enjoyable place to work. Through this combination of people and culture, we have focused on crafting a more consultative and relationship-driven approach in the market than many of our competitors.

# Commitment to Insights and Thought Leadership

For more than 65 years, we've been trusted by organizations around the world to help them make critical senior-level leadership decisions. Through our thought leadership, we apply our deep expertise and rigorous research to provide insights into important topics facing boards, CEOs and other senior leaders and their organizations today, including accelerating individual and top team performance, business transformation, global board governance trends and key issues related to the adoption of technology, data and AI.



# SpencerStuart

60<sup>+</sup>  
offices

30<sup>+</sup>  
countries

50<sup>+</sup>  
practice  
specialties

2,200<sup>+</sup>  
colleagues  
worldwide

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