

STANTON CHASE

Consumer Products & Services



**Global Consumer Products
and Services Practice Group**

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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.

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.

Global Consumer Products and Services Practice Group

The Stanton Chase Global Consumer Products and Services Practice Group is a dedicated specialist team of 110 senior experts located around the world, working seamlessly with a committed focus in finding, assessing and acquiring the best executive talent in the consumer markets industry.

The Consumer practice group is structured into five sectors across services and products:

- Retail and Distribution
- Packaged products and fast-moving consumer goods (FMCG)
- Travel, Hospitality and Leisure
- Luxury Products and Services
- Advertising, Publishing and Media

Each of the practice group's consultants and research associates has significant knowledge and experience in consumer brands with a full understanding of brand strategy and innovation, customer relationship management, operations, supply chain and distribution, customer service and loyalty programs, market entry strategies and retail operations for B2B and B2C enterprises.



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Retail and distribution services

The Retail and Distribution Services sector covers retail operations from store-based to online. Whether groceries, toys, power tools and electrical appliances or cosmetics, strong, robust leaders are needed to develop growth and stability in this dynamic, ever-changing and competitive environment.

Stanton Chase's Global Consumer Products and Services Practice Group has successfully completed leadership placement assignments that include Executive, Finance and Heads of Function positions, Country Management, Property & Asset Management, Merchandising, Retail Operations, Sourcing and Supply Chain, Marketing and Category Management.

Packaged products and fast-moving consumer goods (FMCG)

In FMCG, perhaps more than any other product group, innovation is key to brand development. This applies to technological advancements in

consumer electronics and appliances, packaging and design, new product development, manufacturing infrastructure, brand extension and customer loyalty.

The top global FMCG and consumer packaged goods companies are characterized by their ability to manufacture products that are in the highest demand by consumers and, at the same time, develop loyalty and trust towards their brands.

Appointments completed by our Global Consumer Products and Services Practice Group for this sector include Executive, Finance and Heads of Function positions, Country Management, Sales, Marketing and Innovation, Operations and Supply Chain, Category Management and Business Development.

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Travel, hospitality and leisure

The travel, hospitality and leisure sector covers many, primarily service-based activities, as well as certain business-to-business operations.

Stanton Chase has represented many global brands in this sector, including tour operators and cruise ship lines, hotel brand owners and operators, global and regional restaurant operators, visitor attractions, casino operators and stadium managers.

We have successfully managed key appointments including Chief Executive Officers, Main Board and Executive Committee, Regional Presidents, Global Heads of Function, Chief Development Officers, Senior Vice Presidents of Commercial Operations, Divisional Managing Directors and Country Management.

Luxury products and services

The luxury goods sector is synonymous with lifestyle brands whose names are associated with luxury, high price or superior quality. This exclusive sector has

been on an upward spiral for many years, appealing to a more discerning and affluent customer base.

The global team of expert consultants at Stanton Chase have significant experience in the luxury sector and work with leading fashion houses, watch and jewelry manufacturers, beauty products and hospitality providers to meet the increasing demand for talent in this growing and increasingly competitive sector.

Some examples of the appointments managed include Main Board and Executive Committee, Heads of Central Functions, Country Management, Marketing, Sourcing and Supply Chain, Digital Innovation, Design, Business Development and Sales.



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Advertising, publishing and media

The advertising, publishing and media sector includes digital & publishing, broadcasting, advertising and public relations agencies, marketing and promotional services and design-led, specialist consultancies.

Our global sector leader has many years of experience and deep understanding of advertising, publishing and digital media and has within her team specialist consultants based throughout the Americas, Europe Middle East Africa and Asia Pacific regions.

Expert consultants in our Global Consumer Products and Services Practice Group for this sector have completed assignments including Executive Management and Heads of Function, Client Directors, Account Directors, Business Development, Wholesale Distribution and Sales.

Examples Of Typical Appointments

General Management

Chief Executive Officer
Chief Operating Officer
Chief Commercial Officer
President EMEA/Asia Pacific/North America
Managing Director

International

EMEA
North America
Asia Pacific
Latin America

Finance

Chief Financial Officer
Financial Planning & Analysis
Corporate Finance
Group Financial Controller
Group Chief Treasury & Tax

Functional

Chief Human Resources Officer
Chief Digital Officer & E-Commerce
Chief Strategy Officer
Chief Marketing Officer
Chief Information Officer
Chief Technology Officer

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.

“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.

“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 onboarding, 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 mindset of your company as an institution. This helps to ensure the successful onboarding 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.



Nuno Marques Silva

Partner

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Nuno holds a degree in Business Management and a Postgraduate degree in Design, Materials and Product Management with a specialization in Quality Engineering.

He has more than 25 years of professional experience in national and multinational companies from several sectors. He has worked in the areas of Commercial Management, Product Development, and Production/Quality Management.

In 2018, he takes on the new challenge of leading the North team of Stanton Chase Portugal, with the aim of strengthening the firm's position in this region as the reference company in attracting and developing the talents and leaders necessary to boost the performance of our customers.

Porto

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Your Leadership Partner