

STANTON CHASE

Private Equity 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.

The Stanton Chase Private Equity Practice Group

About us

As the Stanton Chase Private Equity Practice Group, we are a specialist team of senior experts located around the world. We work together seamlessly with a dedicated focus on finding, assessing, and acquiring the best executive talent in Private Equity.

Stanton Chase works with Private Equity firms to make better recruitment decisions when hiring investment professionals as well as leaders for their portfolio companies. We advise on management appointments typically at the Chairman, CxO, and Board level. Stanton Chase also aids in due diligence and conducts management assessments, including succession planning within and for their portfolio companies.

We understand the language, requirements, and expectations of our investor clients. The unique value-added benefit to our clients is the in-depth technical and industry knowledge as a holistic service.

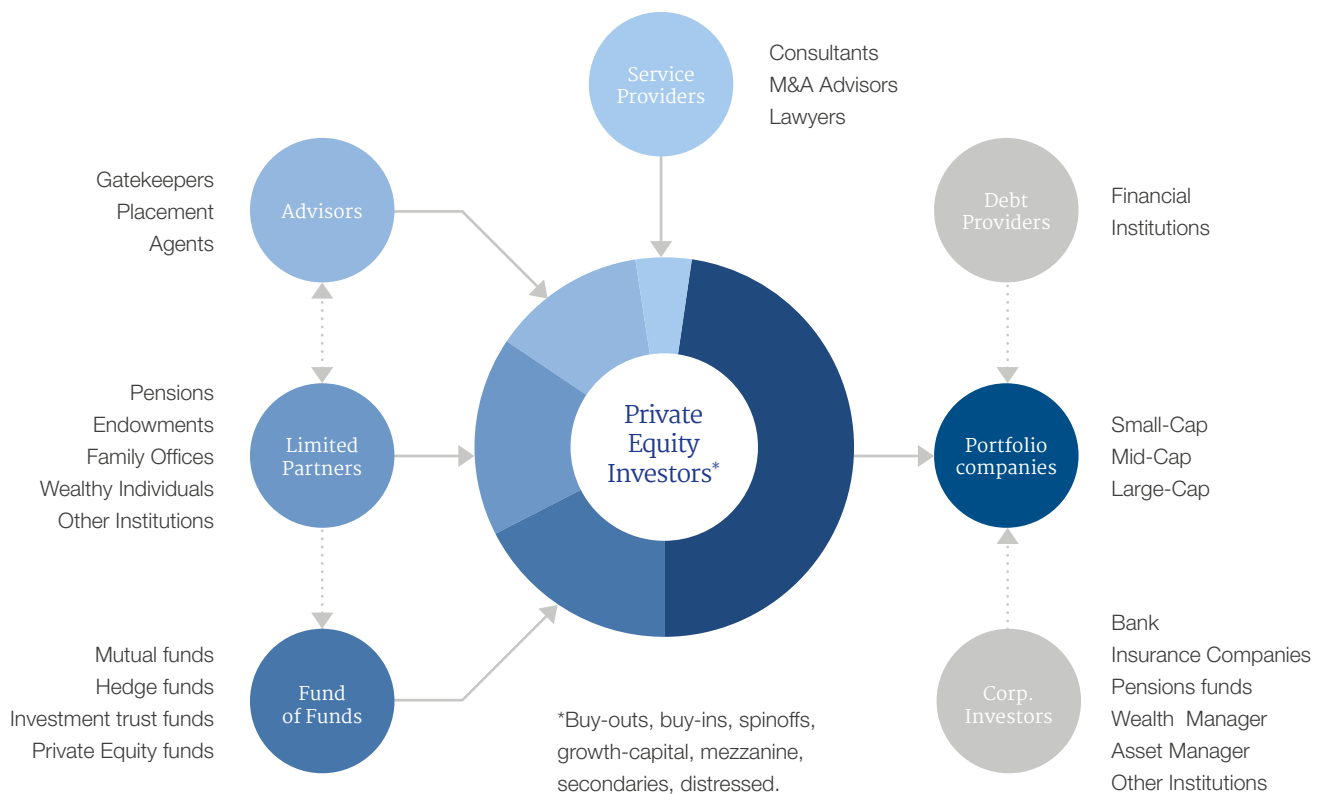
Our experts and consultants serve the full spectrum of investment companies, including Private Equity, Venture Capital, Institutional Investors, and Family Offices, as well as their portfolio companies.

There are two distinct groups of issues involved in attracting talent through private equity.

First, at the fund level, Private Equity firms need outstanding executives in a variety of roles: operating partners, senior advisors, and functional leads such as human resources, investor relations, capital markets, as well as CFOs and COOs. We help Private Equity firms find the best investment professionals. Their teams must have a very diverse and interdisciplinary skill set. The best education from top universities and a high level of technical skills are indispensable.

Second, at the portfolio level are Board positions and CxO roles in all industries. For these highly localized companies, we draw on our extensive local and sector-specific expertise in all sectors including consumer goods, healthcare, financial services, technology, and industrial.

Stanton Chase Private Equity Landscape



Private Equity investors are the owners and entrepreneurs sitting in the driver's seat. They place strategic non-executive board members and top executives within their portfolio companies to create value for a successful EXIT.

Stanton Chase Services for Private Equity

Portfolio Company Search:

The quality of the management team of an investment is the most critical variable to achieving a successful exit outcome.

As Private Equity entrepreneurs seek to add significant value to their portfolio companies, they need an excellent Board that will provide the strategic boost for their investments.

An engaged professional Board is key to the implementation of the strategic initiatives; this is achieved by actively partnering with the Executive Management Team.

We find and attract 'fit-for-purpose' C-leaders who will lead performance-oriented teams that move in the context of a Private Equity owner with agility and speed. We understand the expectations and requirements of a majority owner and find the best leaders who can maximize the economic potential of their investments.

Our dedicated global Private Equity practice has a proven track record of identifying and recruiting PE-capable executives in all major sectors that will create and add real value to a business.

Keys for SUCCESS



The best investment team

Having the talent and the flair in finding the best deals with an entrepreneurial but balanced risk-taking mindset.



A strategic non-executive board

Strong strategic leadership /advisory capabilities combined with the industry experience supporting the CxOs.



Effective top management

The effectiveness of the leadership team in the portfolio organization determines the resulting performance and value creation.

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Building an Investment Team:

We understand the unique culture and dynamics of investment professionals.

The further professionalization of Private Equity is rapidly progressing. Exceptional dealmakers need a rare combination of entrepreneurial, strategic, relationship building, transactional, and financial expertise. In turn, they drive long-term value creation of portfolio companies to a successful exit.

Vertical and horizontal specialization takes place in Private Equity as it has already happened in other industries, such as Strategy Consulting.

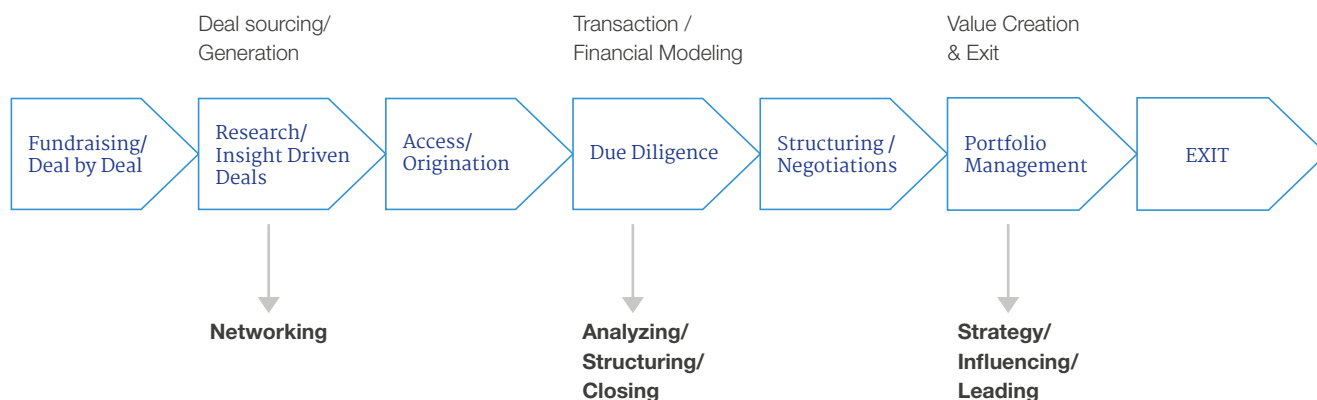
Transaction competence with financial modeling and structuring up to closing are a prerequisite for the profession. In principle, success in this very competitive market lies primarily in generating robust

deal flow. Therefore, it is essential that a deal team possesses all the needed skills, a wide network, and access to target companies.

Value creation competence throughout the entire holding period is also becoming crucial to an accelerated IRR. This ownership excellence includes active support from the investor with best practices through cross-portfolio experience. The value creation team drives the top management in breaking down the strategy into tangible actions and provides hands-on support in implementation.

We support our clients in their search for outstanding senior investment and value creation professionals, but also in their own succession planning when they want to hand over control to the next generation of leaders in the fund.

We find the best talent for the holistic vertical Direct Investment Process



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.



José Bancaleiro

Managing Director

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José has gained more than 25 years of experience as HR Director and VP in top companies, like Philip Morris, GlaxoSmithKline healthcare, Altitude Software, Essilor, OPCA (Engineering and Construction), and Banco Finantia (Investment Banking). He was also partner of the Lisbon office of Boyden.

A university teacher and conferencist, José has written three books and he regularly publishes management articles in several industry-specific magazines and newspapers. As a consultant, he works for some of the most important companies operating in Portugal as an executive search specialist and a top executive coach.

He received the first career award given to an HR Professional in Portugal and he was president of the Alumni association of Univ. Católica MBA. A Graduate in law and a former Judge, José holds and MBA in Marketing and he is finishing his PHD in labor sciences.

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