

STANTON CHASE

# Professional Services Practice Group



# STANTON CHASE

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.

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**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.**

## Professional Services Practice Group

The Stanton Chase Professional Services Practice Group consists of a global team of 60. We have a proven, in-depth knowledge of the trends, risks and issues that the industry is currently going through.

### Professional services clients are made up of:

- » Consulting firms
- » Strategy consultancy
- » Business consultancy
- » IT and Technology consultancy
- » Accounting firms
- » Tax advisory services
- » Human Resource services
- » Legal services
- » Financial advisory services
- » Risk services
- » Engineering services
- » Real Estate services



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Digitalization offers extensive opportunities for professional services firms. Software as a service is generating business with different earning models.

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## Growth and its complications

The professional services industry is growing after major changes in recent years.

Clients of professional services firms have raised the bar: in some segments they have become more competent organically. Clients are more cultivated in their purchasing behaviors. They have access to vast amounts of data. They expect added value and they demand higher quality, which translates to more service for the same price. Furthermore, they have resorted to different pricing models, which can include success-based fees, and more up-front investment from consulting firms. Higher added value of services is expected across all segments.

Digitalization offers extensive opportunities for professional services firms. Software as a service is generating business with different earning models. Innovation and agility to adapt to change is key.

With the expansion and change of the professional services industry comes a troubling shortage of leaders; this is the area where Stanton Chase is most concentrated. Our Specialty Practice Group in the field of professional services is equipped and experienced in finding these leaders anywhere in the world.

## Needs for Leadership

Leadership DNA is in high demand and short supply. Professional services firms, in particular, will be struggling to find and attract the best and the brightest talent to serve their demanding clients.

An executive search firm needs to be capable of really understanding what it takes for new hires to be successful in your firm. Most professional services firms develop leaders from within. But, in this fast changing environment, most firms do not have the time for this. They need executives for new business lines or fast growing segments to come from outside.

At Stanton Chase, we understand those challenges and help our clients to attract professionals who will help your firm to realize its ambitions.

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**Human capital is the most important asset in any professional services firm. You need a top Executive Search firm that understands this and provides the best culturally fit candidates with the requisite expertise and leadership qualities.**

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## Track record

The Stanton Chase Professional Services global search team is an innovative and experienced group of consultants and former executives who understand the particular challenges of attracting and recruiting highly qualified knowledge leaders. Our track record speaks for itself.

We have a track record with the following leadership positions:

- » Equity partners
- » Directors
- » Vice Presidents
- » Executive VPs
- » Board members
- » Country managers
- » Managing Directors



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Stanton Chase's professional services global search team is an innovative and experienced group of consultants and former executives.

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Leaders in different functionalities

Professionals and general management

## COMMERCIAL ROLES

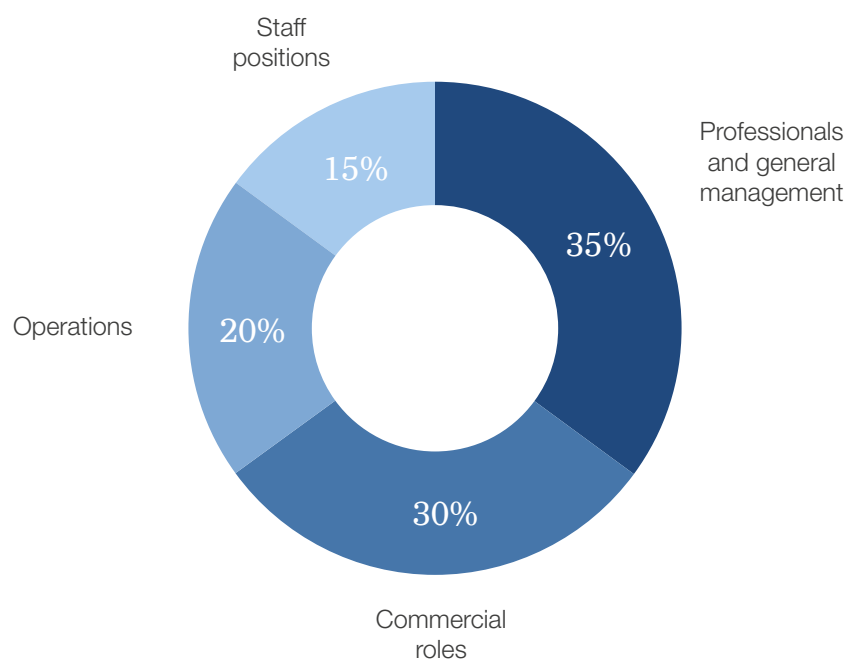
- » Sales
- » Strategy
- » Business Development

## OPERATIONS

- » Delivery
- » Operations

## STAFF POSITIONS

- » Finance
- » HR
- » Marketing
- » Risk management
- » IT



## 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.

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**“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.

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**“Stanton Chase really cares about us. They go the extra mile at every step of the process.”**



# STANTON CHASE

## 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.

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