

Executive Search Review



VOL. 18 NO. 9

A HUNT-SCANLON PUBLICATION

NOVEMBER 2006

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Executive Search Review is published 10 times a year by Hunt-Scanlon Publishing, Inc. Subscriptions are \$190 annually.

LETTERS TO THE EDITOR

Include the writer's name, address, and daytime phone number.

Mail: Hunt-Scanlon Publishing
700 Fairfield Avenue
Stamford, CT 06902

Telephone: (203) 352-2920

Fax: (203) 352-2930

Website: www.hunt-scanlon.com

SUBSCRIPTIONS

For subscription information, call 1 (800) HSP-1199.

REPRINTS OR ADVERTISING

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ISSN:1050 9003.

Publisher: Christopher W. Hunt
Editor-in-Chief: Scott A. Scanlon
Editor: Dale M. Zupsansky
Graphics Editor: Diego F. Da Lan

KEVIN M. CONNELLY ASSUMES CHAIRMAN ROLE AT SPENCER STUART

As part of its ongoing succession planning process, **Spencer Stuart** has named Kevin M. Connelly as the new chairman of the firm. Mr. Connelly will serve as the representative of the partners, chair the firm's board and partners' meetings, and be responsible for providing strategic perspective on Spencer Stuart's business and finances. In his role, he will work closely with David S. Daniel, the firm's managing partner since 2001. Mr. Connelly will remain an active search professional, consulting with clients on executive leadership succession and board projects. Prior to becoming chairman, Mr. Connelly managed the firm's business in the U.S., Japan, Canada and Mexico for the past five years. Prior to that, he led the firm's financial officer practice in North America, managed the firm's Chicago office and served on the board of directors. Mr. Connelly succeeds Dayton Ogden, who served as chairman of Spencer Stuart for the past three years, co-chairman for the prior three years, and managing partner of Spencer Stuart from 1987 to 1996. In addition to retaining his roles in the firm's industrial and board services practices, Mr. Ogden will now also oversee Spencer Stuart's activities in CEO recruitment, coordinating the broad group of consultants at Spencer Stuart who have extensive experience in this area. Mr. Connelly is succeeded in his North American leadership role by Joseph M. Kopsick, who previously led the firm's consumer goods & services practice globally and served on the Spencer Stuart board from 2004 until October 1, 2006.

HEIDRICK & STRUGGLES ACQUIRES HIGHLAND PARTNERS

Heidrick & Struggles International has completed the acquisition of substantially all of the assets of **Highland Partners**, an executive search firm and formerly a division of **Hudson Highland Group**. All but two of the 48 Highland Partners consultants who were offered employment by Heidrick & Struggles have accepted positions at Heidrick. Under the terms of the definitive agreement announced on September 18, 2006, Heidrick & Struggles paid \$36.6 million in cash to Hudson Highland Group. "We are pleased to welcome the Highland Partners consultants and their associates to the Heidrick & Struggles team. These talented individuals enhance our scale and competitive positioning in the U.S., Canada, the UK, and Australia, as well as in many of our industry practice groups," said Kevin Kelly, CEO of Heidrick & Struggles. "We are confident that our new consultants will be able to quickly realize revenue and productivity increases from capitalizing on our brand, by working closely with our practice groups, and by utilizing our support capabilities, such as our Knowledge Management Center in India." In addition, Hudson Highland Group will be eligible to receive additional earnout payments of up to \$15 million based on the acquired consultants achieving certain revenue metrics in 2007 and 2008. The total purchase price, including the \$36.6 million paid at closing and the 2007 and 2008 earnout payments, will not exceed \$51.6 million.



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IN THE NEWS

INDUSTRY HIGHLIGHTS

Conrad Lee Changes Name To CXO Executive Search

Conrad Lee Executive Search has changed its name to **CXO Executive Search**. The newly renamed business is led by executive search industry veteran Conrad Lee. Partner Walter Birch commented: "This change brings to the forefront the singular focus of our firm's mission, which is to bring all of our skills and acumen to the recruiting of the best executives into C-suite and other senior-level positions for our clients. The firm will continue to operate as it has, but we will look to expand into key markets over time." Based in Fort Lauderdale, CXO Executive Search provides executive search and leadership advisory services to clients in the technology, security, energy, consumer, retail, media, entertainment, sports, logistics, life sciences and financial services industries.

DHR Opens Santa Barbara Office

DHR International has added Brandt Handley as executive vice president and managing director of the firm's newly formed Santa Barbara office. Mr. Handley's focus will be on building both a national and international consumer products practice for DHR. He also plans to assist in the development of the JobPlex brand, an affiliate of DHR, to supplement his executive search responsibilities in the greater California market across all industry groups. "Brandt brings broad based consumer goods and search industry experience to the firm. We are very pleased to have him on board," said David Hoffmann, CEO. Most recently, Mr. Handley was the North American

practice leader of consumer products and services as well as a search generalist in information technology, telecommunications and professional services sectors for a leading international executive search firm.

Dahl-Morrow International Opens U.K. Office

Washington, D.C. area-based executive search firm **Dahl-Morrow International (DMI)** has opened a new European office based in the U.K. to better serve clients. DMI vice president Emilia Knight will head up European operations. "We have been able to provide excellent executive search services from our Washington headquarters," said Andy Steinem, CEO of DMI, "A presence in the U.K. expands our capability to give our clients the winning edge -- good people. In the age of terrorism and globalization the stakes are too high. When it comes to security and communications you can't sit still. DMI is moving forward and expanding to help our clients make winning strides here and around the world." Dahl-Morrow International specializes in senior executive placement, interim management and organizational development consultancy in the telecommunications, information technology and security industries.

Edward W Kelley & Partners Hires VP In Miami

Edward W Kelley & Partners Limited has added Marjorie Kean as vice president in its Miami office. In her new role, Ms. Kean will work closely with Jean Callahan, vice president of Sao Paulo office, to spearhead the firm's expansion in Latin America, and will pursue cross border opportunities

throughout the Americas. Ms. Kean, a 28-year veteran of the industry and an expert in Latin American and Hispanic executive search, was previously vice president of a Florida-based boutique search firm Lasher Associates, heading up its Latin American practice. Previously, she held various senior positions with Korn/Ferry International, including managing director of that company's Miami office, and responsible for Latin American business development, and managing director of the firm's Caracas office. "The addition of Marjorie Kean to our U.S. and Latin American practices adds great depth to our teams already in those areas," said Ed Kelley, chief executive officer. "Ms. Kean's extensive executive search experience within the global Hispanic market makes her an excellent addition to our team and one that will surely help our firm to serve clients in the increasingly pan-regional landscape."

New Directions Search Joins IIC

New Directions Search of Wheaton, Illinois (a Chicago suburb) has joined **IIC Partners**, a global organization of independent, retainer-based search firms. New Directions Search CEO, Dale Frank, said the time had clearly come for his 26-year-old search firm to move beyond its continental focus. New Directions Search is a 12-person firm, including 10 search professionals, whose clients include PACCAR, Mercury Marine, Rockwell Collins, Leatherman Tool and Goodman Manufacturing.

VIEWPOINT



David Nosal

David Nosal is founder, chairman, and chief executive officer of Nosal Partners LLC. He has conducted numerous executive search assignments across multiple industries throughout North and South America, Europe, and Asia on behalf of FORTUNE 1000 companies, as well as small- to mid-sized organizations. Mr. Nosal was formerly with Korn/Ferry International, where he was head of the firm's CEO practice. He also led Korn/Ferry's West Coast board practice. In addition, Mr. Nosal was managing director for Korn/Ferry's central and northwest regions, overseeing the firm's San Francisco, Silicon Valley, Seattle, Denver, Chicago, and Minneapolis offices. Here in an interview with Hunt-Scanlon managing editor Dale Zupsansky, Mr. Nosal discusses starting his own firm and his strategic approach to executive search.

Q & A

DAVID NOSAL DISCUSSES OPENING HIS OWN FIRM

ESR: Since the launch of Nosal Partners in October 2005, how has the firm grown in terms of recruiters on the staff and number of searches handled?

Nosal: During its first year in operation, Nosal Partners LLC experienced strong and steady growth. We now have seven offices and approximately 17 recruiters in North America. In addition, we just booked our 100th project, which represents a very significant milestone for a company like ours.

ESR: How did Nosal Partners fair in its first year of business; what do you expect moving forward?

Nosal: Nosal Partners has fared very well. The firm has been cash flow positive since opening its doors. More importantly, we have executed successfully on our assignments in both the executive search, as well as the executive development verticals. We have conducted some tremendous CEO, board and C-level work on behalf of clients ranging from large, multinational corporations, to small- to mid-sized companies, both domestically and internationally. Our expectation is that, in our second year, we will see continued growth and an even more comprehensive global strategy.

ESR: What led to you leaving a large executive search firm and creating your own?

Nosal: A key reason for leaving was the desire to create a model whereby the executive search firm can truly make use of its global resources for the betterment of a client organization through quality service and outstanding execution. Competition within the major search firms for clients

and candidates alike has become fiercer than ever before. The resulting lack of true collaboration, coupled with the cultural single-mindedness about driving revenue, made it easy to decide to go out and build a better model for clients, candidates and employees.

ESR: During your time with Korn/Ferry were there any things in particular you felt were missing from the search process that you felt was important to provide clients?

Nosal: The days of allowing partners in search firms a platform to just sell business without putting any real teeth around their accountability to clients and to each other should be over. Unfortunately, this mentality is still quite prevalent in a number of firms. As I mentioned earlier, internal competition amongst consultants for candidates and clients, as well as relentless pressure to drive revenue, rather than to execute well on existing business, was a huge factor in my decision to leave Korn/Ferry. I was the company's largest biller, and the vast majority of my business came from repeat clients, because my focus was then, and still is, on delivering world-class talent through a world-class process. This value has now been institutionalized at Nosal Partners, where the overwhelming majority of our projects come from repeat clients.

ESR: What are the advantages to organizations using a smaller firm like Nosal Partners opposed to a larger firm?

Nosal: There are significant advantages to utilizing a mid-sized global firm. The old school belief that bigger is better needs to

be dispelled. The notion that an organization with 400-700 partners provides a better delivery system than one with 20-40 partners is a myth. The key to outstanding search work is having a culture of quality delivery built within your organization, consultants that support that culture and the leadership within that organization to propel and nurture a philosophy of true collaboration, teamwork, accessibility and delivery. If I can get all of my partners truly focused on clients and candidates - not only on their own assignments, but also on the company's assignments - we will deliver an exponentially higher level of performance and satisfaction than those organizations that preach, but are challenged to deliver on, a global platform. In addition, as a mid-sized firm, we don't struggle with the extensive off-limits issues around candidates and clients that hamper the larger firms. The industry needs to be shaken up in a way that holds all firms accountable for world-class results. If you don't have this accountability built into your governance system as a company, you tend to more consistently provide mediocre results, versus world-class results.

ESR: Your firm describes its services as "Executive Leadership Solutions." Can you explain what else this includes other than the typical executive search services generally offered by firms?

Nosal: Our whole strategy around Executive Leadership Solutions is driven by our clients asking us repeatedly to help them sort out a wide variety of executive leadership issues. Our services include, of course, executive search, but it also has a lot to do with helping small, medium and large corporations deal with other issues through coaching, assimilation, executive team alignment and organizational alignment. Our strategy is to build true strategic

partnerships with clients, as opposed to tactical one-off relationships. Nosal Partners' board, CEO and other C-level clients depend upon our partners to support them with a much broader set of expertise and higher level of thought leadership than a traditional search firm would provide. Another key component to our offering is our recently-introduced integrated assimilation services for searches of a certain level. When you evaluate why many senior executives have historically failed, in many cases, it was not because of lack of technical competence, but rather, lack of a comprehensive assimilation strategy to support their onboarding experience. We believe strongly that this type of support not only ensures far greater chances of long-term success for the executive, but also promotes a higher level of overall performance for the company. As a result, a full-time Nosal Partners executive development partner works closely with the search partner, selected executives and appropriate management team members to develop a comprehensive assimilation/onboarding roadmap.

ESR: Explain the relationship between Nosal Partners' recruiters and heads of HR (or a search committee) at the firm's client companies.

Nosal: As I mentioned earlier, quality service is paramount to us. To that end, we guarantee focus through limits on the number of search assignments undertaken by each consultant. Throughout an engagement, we emphasize analytical rigor to achieve insight into candidates and organizations. And in keeping with our philosophy of cultivating long-term advisor relationships with our clients, we provide custom, multi-disciplinary solutions to address clients' true underlying needs. We also hold our search consultants accountable for the quality of their work to a much

(Continued on page 6)

"The key to outstanding search work is having a culture of quality delivery built within your organization, consultants that support that culture and the leadership within that organization to propel and nurture a philosophy of true collaboration, teamwork, accessibility and delivery."

— David Nosal
Founder,
Chairman and CEO,
Nosal Partners

(continued from 5)

greater extent than one finds in most retained search firms.

ESR: *What kind of relationship does Nosal Partners retain with its clients after a candidate is placed?*

Nosal: As I mentioned earlier, we believe that our relationships with both the client and the candidate is much broader and deeper than those of many traditional search firms. We have a sense of long-term ownership and involvement. In almost every instance, we have an ongoing dialogue with clients and candidates and a much higher level of communication than most firms in our industry do.

ESR: *What industries and locations does Nosal Partners mostly recruit for?*

Nosal: Nosal Partners is delivering Executive Leadership Solutions services to a broad spectrum of clients, ranging from advanced technology, to consumer/retail, industrial, financial services and life sciences companies. The scope of search assignments includes board/CEO/COO positions, as well as executive roles across a broad range of functional areas. In addition to delivering Executive Leadership Solutions services across North America, we have been conducting a significant amount of work in most parts of Asia and have had some good exposure to a number of European markets, as well.

ESR: *Does the firm plan to add any industry practices or new office locations in the near future? Does the firm expect to add additional recruiters? If so, in what areas?*

Nosal: It is our expectation that over the next 24-36 months, we will grow Nosal Partners to a total of 50-75 partners. Our focus will be more on attracting the best partners in the industry in both executive search and executive development

without too much concern for their geographical location. The best partners in both of those verticals tend to work with clients across the country, if not the entire globe. As a result, we are focused on finding the best talent with the best reputations, and who are willing to travel to their clients, wherever their clients may reside. This strategy enables us to offer global reach along with all of the advantages associated with a mid-market firm. The key for us is therefore not the number, but rather the quality of the partners associated with our firm. As for industry and functional competencies, we will continue to build out our team across five key industries, including technology, financial services, retail/consumer, industrial and life sciences. Today, our partners include recognized leaders in doing the highest level of work for positions ranging from boards directors, CEOs, COOs, to functional leadership roles, such as sales, marketing, finance, IT, human resources, supply chain management and manufacturing.

ESR: *What are some of your best search placements and why? What are some current searches that Nosal Partners is engaged in?*

Nosal: We have conducted a number of CEO and high-level management searches that have leveraged the global resources of our firm to both attract and ultimately select the right candidate for the clients in question. Collaboration from the entire partnership, as well as the fully-integrated delivery system between our executive search and executive development verticals were instrumental in our timely and successful delivery on these projects. Our current engagements include searches for a chief executive officer for a video surveillance solutions company, a board member for a privately-held services procurement software company, a chief operating officer for a \$2.9B+ wireline telecommunications equipment company, a president for a

\$34B+ telecommunications services company, a chief technology officer for a venture-backed security configuration management solutions provider, a chief information officer for a \$1.6B environmental services company, a president for a poultry processing company, a chief financial officer for a privately-held electrical power and data infrastructure systems provider, a chief marketing officer for an on-line services provider, a chief investment officer for a \$9B+ global telecommunications equipment company and a chief operating officer for a global professional association.

ESR: *What traits do you most commonly look for when placing an executive with a client? How do these traits lead to building a great workforce?*

Nosal: Characteristics that we look for in CEO candidates as opposed to board candidates or other C-level candidates tend to vary according to the client organization. But the one common denominator is world-class leadership ability. To that end, in executive candidates we look for a track record inspiring broad and diverse groups of people and – in so doing – delivering a very significant level of result for the companies for which they have worked. Additionally, there is a certain amount of integrity, humility, as well as empathy that we believe is required in any leadership position. Finding the right technical skills is often the easy part. What is more challenging is finding someone who can, through personality and style, adapt to completely new environments and be successful from one culture to another. In many instances, individuals are unable to adapt. To me, an inability to adapt does not lend itself well to great leadership competencies. We look for executives who understand how to work in diverse environments – who are not of a single culture.

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IN THE NEWS

RECRUITER ROUND-UP

Wellesley, MA-based firm **The Onstott Group** has appointed *Brigid Oliveri Siegel* as managing director. Ms. Siegel joins the Onstott Group with 20 years of career experience within the technology sector. In addition to executive recruiting, her professional experience spans multiple positions in technology firms, including management, marketing, national account sales, software development and field engineering...**The Jacobson Group**, a provider of executive search and human capital services for the insurance, healthcare and financial service industries, has appointed *Kelly Gouteix* as assistant vice president in the professional recruiting division known as Jacobson Associates. Based out of the Atlanta office, Ms. Gouteix will oversee the day-to-day management of the actuarial practice of Jacobson Associates. In addition, she will execute select actuarial assignments...**Heidrick & Struggles International** has hired *Karen Choy-Xavier* in its Singapore office as a partner in the industrial and technology practices. Ms. Choy-Xavier will focus on building relationships with Southeast Asia-based businesses and on the placement of chief information officers with companies operating throughout the region...San Francisco-based **Vantage Partners** has added two Silicon Valley technology veterans, *Keith Giarman* and *Tom Callahan*, as managing directors. These most recent appointments deepen the firm's domain expertise in their core markets and expand the firm's recruiting practice which focuses on consumer/internet, enterprise software, and networking/security. Mr. Giarman has more than 20 years of management experience in the technology industry, the last seven in senior management and C-level roles in Silicon Valley. As president and CEO of Clarus Systems, Mr. Giarman launched the company and raised \$20 million in capital to establish the company as the leader in automated testing software solutions for IP-based telephony systems from vendors like Cisco and Avaya. Mr. Callahan has more than 12 years of successful VP and C-level search experience in the technology industry, most recently with Harvey Nash Group where he opened the firm's west coast senior search practice.

INDUSTRY HIGHLIGHTS

Fiderion Creates Technology And Operations Practice

Atlanta-based executive search firm **Fiderion** has launched a technology and operations practice, a new division dedicated to finding senior information technology and operations executives for major financial services institutions around the globe. Jeff Campbell, managing director and leader of the technology and operations practice, joined Fiderion in 2005 and specializes in recruiting experienced information technology professionals for financial services companies. Previously, he was a principal at Heidrick & Struggles where he served hedge fund, asset management and investment banking clients. The Fiderion technology and operations practice team has conducted numerous senior level information technology searches for financial services clients ranging from large investment management firms to hedge funds and major banking institutions. "As companies continue to rely on technology to give them a competitive advantage, we're seeing increasing demand for chief information officers, chief technology officers and other senior information technology executives with specialized knowledge and talent," said president and CEO James B. Norton, III.

Marshall Consultants Hires Chairman

Executive search firm **Marshall Consultants** has named Peter Dowd as chairman. Mr. Dowd, who took early retirement several years ago from being senior vice president of corporate relations at Fidelity Investments, will focus on management consulting clients, conducting corporate communications audits, developing strategic communications programs, advising on mergers and acquisitions for PR and general communications firms, conducting staff evaluations and training, and counseling PR consultancies on new business development. Prior to joining Fidelity Investments in 1996, Mr. Dowd served for eight years as vice president

and general manager of public relations at Texaco, where he headed the corporate communications function. "Peter's more than 30 years experience in notable agency and corporate public relations, corporate communications, advertising, and marketing gives him a unique perspective that we believe our clients will find to be of great value in helping them achieve their respective business and communications goals," said CEO/managing director, and founder Larry Marshall. "Moreover, his approach to corporate communications consulting, together with our firm's long experience and success in the executive search arena, generates a degree of synergy we believe can benefit all of our firm's clients." Marshall Consultants specializes in executive search assignments for public relations, corporate and marketing communications and investor relations.

LOGROS Joins Cornerstone International

Logros-Alfa Alfredo Amore y Cia (LOGROS International), managed and founded by María Fernanda Jiménez, has joined global search firm **Cornerstone International Group** to handle client assignments based in Colombia, as well as other locations where the firm's expertise is needed by client organizations. Cornerstone's chairman and CEO, William Guy, stated: "Logros brings to Cornerstone a great depth of functional and industry expertise. Logros not only supplies this capacity, under María Fernanda Jiménez's leadership; Logros will help us to expand our market to include additional clients, regionally, nationally, and even internationally. As her search practice grew, Ms. Jiménez expanded the scope of assignments to include all functions up to and including top general management. In more recent years, LOGROS was instrumental in leadership evaluation and retained search at the highest levels for emerging e-commerce industries."

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ON THE HUNT

R&L Associates Fills Post For Fiderion

New York based executive search firm **R&L Associates** has placed Brad Hoyda as managing director with the Fiderion Financial Services Group in New York. Mr. Hoyda has over 20 years experience spanning executive search as well as financial services publishing. His assignments range across the general management and marketing continuum including banking and brokerage, insurance, IT services, marketing services organizations both research and analytics, and business/professional services. Most recently, Mr. Hoyda was a principal with Gundersen Partners, Aegis Consulting and Thorndike Deland Associates. Prior to retained search, Mr. Hoyda held senior management and sales positions at Thomson Financial Services, Institutional Investor, and United News & Media. "Being part of building the Fiderion New York office is very exciting to us," said Rochelle Schumer, CEO and founder of R&L Associates. "We are delighted to be part of Fiderion's expansion in the marketplace."

The Onstott Group Places Sales Exec At Unidine

Wellesley, MA-based executive search firm **The Onstott Group** has placed Brian Dugan as vice president of sales at Unidine Corporation. Most recently, Mr. Dugan served as vice president and general manager for the Inculture Division of Teletech. Unidine is the industry leader exclusively providing food and dining management services to assisted living facilities. For almost 20 years, The Onstott Group has provided retained executive search services to clients in technology, consumer products, business services, and high-growth companies.

paul-lawrence Fills HR Post At Vassar College

Executive search firm **paul-lawrence associates** has placed Ruth E. Spencer as director of human resources for Vassar College. Elizabeth A. Jaszczak was the

search consultant managing the assignment. Ms. Spencer was previously the director of human resources for Oberlin College in Oberlin, Ohio. Working in concert, paul-lawrence associates and its sister company highbridge associates serve as strategic partners that provide talent acquisition and retention services to a wide array of industries.

Cook Associates Places VP At Creative Realities

Chicago-headquartered **Cook Associates** has placed Christopher Canton as vice president business development at Creative Realities. Mr. Canton was most recently at TriSixty Security and Bearing Point. Mary Kier, executive vice president at Cook, conducted the search. Creative Realities is an innovation consulting firm based in Boston. Cook Associates was established in 1961 and is a specialized executive Search and M&A advisory firm operating nationally and internationally.

Horton Completes Search For Knights Of Columbus

Horton International has placed Richard Plush as chief actuary at Knights of Columbus International headquarters. Mr. Plush was most recently senior vice president and chief actuary with Penn Mutual Life Insurance Company. The search was completed by Horton International managing director Jim Bond. The Knights of Columbus is a Catholic men's fraternal benefit society that was formed to render financial aid to members and their families.

Hannah Partners Retained By CIGNA

Hannah Partners Limited has been selected by CIGNA to lead in its search for a chief compliance officer. Earlier this year, Hannah Partners placed Carol Ann Petren as executive vice president and general counsel for CIGNA as well. Headquartered in Philadelphia, CIGNA provides employers with benefits programs, expertise and services that improve the health, well-being and productivity of their

employees. Hannah Partners is a boutique firm with offices in Chicago, Boston and Washington, D.C. and provides executive recruiting services for a wide array of industries.

The Landstone Group Fills Post For Sonance

Executive search firm **The Landstone Group** has recruited Jeff Haagenstad to Dana Innovations' flagship company, Sonance, the leader in architectural in-wall speakers, as vice president of engineering and R&D. Mr. Haagenstad was previously with Niles Audio as its vice president of engineering where he is credited with having brought several critical engineering projects to completion, making Niles a market leader. Sonance founded the custom in-wall speaker business more than 20 years ago and has been on the leading edge of architectural audio, from in-wall and in-ceiling home theater systems to whole-house and distributed audio. The Landstone Group has for 25 years recruited senior-level executives for emerging and consumer technologies, software, telecom and wireless firms as well as healthcare/life science.

Isaacson, Miller Places President At GVSU

Boston-based **Isaacson, Miller** has recruited Dr. Thomas J. Haas as the fourth president of Grand Valley State University (GVSU). Dr. Haas has been president of the State University of New York campus at Cobleskill since 2003. This search was led by recruiters David A. Haley with Katherine E. Jacobs. Founded in 1982, Isaacson, Miller recruits executives for a wide variety of organizations, including leading universities, research institutes, academic medical centers, foundations, cultural institutions, economic development organizations, human service agencies, and national advocacy groups.

SEARCH TRENDS

CORPORATE CHIEFS ON THE MOVE

Hudson Highland Group, a provider of specialized professional staffing, retained executive search and human capital solutions, has appointed *Michael Whitmer* as chief information officer for North America. Mr. Whitmer has a background integrating technology into business operations and managing complex enterprise technology, from infrastructure to applications. He previously served as vice president of information services for **Spherion Corporation**... **Andcor Companies** has recruited *Mark Halverson* as chief operating officer and senior vice president of sales for **HotGigs**, a provider of on-demand staffing solutions. Mr. Halverson joins HotGigs from Minneapolis-based **BORN**, where he was most recently the senior vice president and general manager of sales, responsible for leading the firm's national sales efforts. Founded in 1969, Andcor Companies is a Minnesota-based retained search firm that focuses on placing senior-level executives for a wide array of industries...Executive search firm **Spencer Stuart** has been selected by **Interactive Advertising Bureau (IAB)** to find its next chief executive officer. Current CEO *Greg Stuart* said he will leave the association at the end of 2006 to pursue new opportunities. Founded in 1996, the Interactive Advertising Bureau (IAB) represents over 250 leading interactive companies that are actively engaged in, and support the sale of interactive advertising...**Heidrick & Struggles International** has been retained by **Biomet** to lead in its search for a new president and chief executive officer. *Dane A. Miller, PhD*, resigned from the position of president and CEO on March 27, 2006, at which time *Daniel P. Hann* assumed the role of Interim president and CEO. Leading the search team from Heidrick & Struggles are *William A.*

Matthews, partner (Atlanta), and *David L. Vied*, partner (Los Angeles). Biomet and its subsidiaries design, manufacture and market products used primarily by musculoskeletal medical specialists in both surgical and non-surgical therapy... **McDermott & Bull Executive Search** has recruited *Anthony Gouveia* as chief financial officer of **Fones4All**. Mr. Gouveia was formerly vice president finance and corporate controller for **UNILAB Inc.** "Tony is an exceptional finance executive with a strong record of helping companies grow and prosper," said *Fleming Jones*, the principal consultant at McDermott & Bull who led this search. "With his skill set and his roll-up-his-sleeves attitude, he is going to make a lasting, positive impact on the future of Fones4All." Fones4All was founded in 1999 to provide telecommunications services to underserved low-income residents throughout the State of California...Wilton, CT-based executive search firm **James Mead & Company** has recruited *Tony Palmer* as global chief marketing officer of Kimberly-Clark Corporation. Mr. Palmer was most recently with **Kellogg** as managing director, U.K. and Ireland. The world's top maker of personal paper products, Kimberly-Clark manufactures facial and bathroom tissues, paper towels, and other household items such as Kleenex, Cottonelle, Scott and Huggies... Chicago-based executive search firm **JamesDrury Partners** has placed *William V. Larkin, Jr.* as president and chief executive officer of **Corrpro Companies**. Mr. Larkin was previously president and CEO of **Tuboscope Vetco International**, a worldwide publicly traded oilfield service company. Corrpro, with over 30 offices worldwide, is the leading provider of corrosion control engineering services, systems and equipment to the infrastructure, environ-

mental and energy markets around the world. JamesDruryPartners focuses on searches for chief executive officers, board directors and senior functional executives reporting directly to the CEO...Partner *Richard H. Bank Jr.* of New York City-based executive search firm **Bradley Bank Associates** has recruited *David J. Simbari* as chief executive officer of **SupplyPro Inc.** Mr. Simbari was most recently chairman and CEO of **OPTUM**, a provider of supply chain and warehouse management software acquired by **Click Commerce**. SupplyPro is a global provider of automated point-of-use (POU) dispensing technologies optimizing customers' ability to track assets, control inventory and manage supply chain information...Executive leadership solutions firm **Nosal Partners** has placed *Martin D. Hernandez* as chief financial officer of **Kineto Wireless**. Mr. Hernandez was previously chief operating officer at **Rainmaker Systems**. The search was conducted by *David Nosal*, chairman and CEO of Nosal Partners. Founded in 2001, Kineto Wireless is the key innovator and leading supplier of UMA (Unlicensed Mobile Access) technology, the 3GPP standard for Cellular/Wi-Fi convergence...Executive search firm **Lonerган Partners** has placed *Harry G. Hobbs* as president and chief executive officer of **Elandia**. Mr. Hobbs formerly served as president and CEO of **PSINet**, the first commercial ISP in the world. Elandia is a U.S.-based diversified supplier of communications services throughout the South Pacific. Lonerган Partners focuses on general management and board director search in the technology markets and is headquartered in the Silicon Valley.



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