

STANTON CHASE

Executive Search Consultants

Hire a Game Changer.
Recruit for Tomorrow, Today.



Montreal

www.stantonchase.com

Founded in 1990, Stanton Chase is your global leadership partner, recognized for exceptional results around the world. Stanton Chase is unique in the executive search industry, offering clients the expertise and global reach of one of the world's ten largest executive search firms complemented by the service, industry expertise and personal relationships usually reserved for small, boutique practices.

Stanton Chase at a glance

75
offices

45
countries

350
consultants

9
global practice groups

5
specializations

1,000s
of satisfied clients

Diversity and Inclusion

Stanton Chase is committed to and embraces the global reality of diversity and inclusion. We pledge to meet the needs of our international clients to build diverse leadership teams reflecting the changing realities and growing impact these markets create.

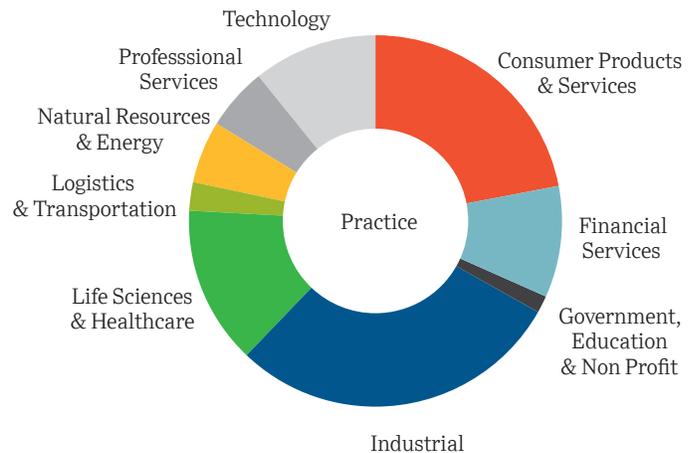
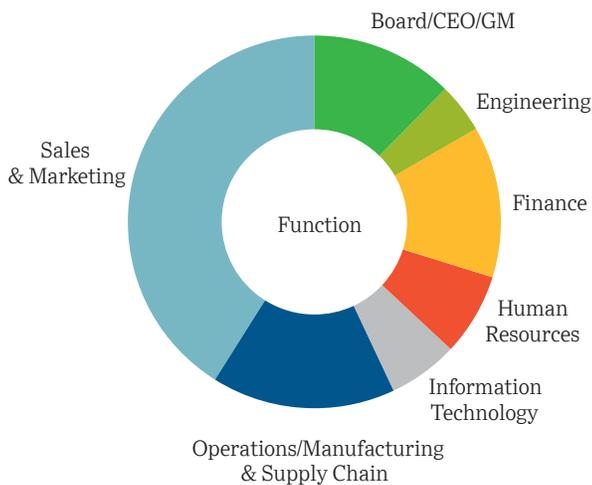
Our values

As a privately held, entrepreneurial firm, we are:

- client first
- industry experts
- results oriented
- collaborative
- flexible
- transparent

Our promise...we deliver!

Experience Mix



Emerson Hughes
Managing Director

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Why Stanton Chase?

We have a unique ability to get a clear line of sight into an executive's intellectual horsepower, leadership abilities and cognitive thinking skills. Mental agility, a core competency of Game Changers, is the number-one predictor of executive success.

- A team of search consultants with proven business judgment, organizational insights and years of executive recruitment experience.
- Expertise in recruiting top-performing leaders - CEOs, Presidents, C-Suite Executives, Vice Presidents, and Technology Experts - who enhance our clients' competitive advantage and increase shareholder value.
- A reputation for stellar performance, proven results and client partnering that leads to long-term client relationships.
- Far-reaching access to local and global talent through our extensive network of 75 partner offices in 45 countries.
- Deep local knowledge and roots in the Montreal community.
- A sense of urgency, well-established, deep networks, and cloud-based systems yield timely results.
- As a member of the Association of Executive Search Consultants (AESC), we adhere to an international Code of Ethics and Professional Practice Guidelines.

- Directors run the entire search process offering a hands-on, high-touch level of service and direct accountability.
- Our unrelenting, deep dive in pursuit of relevant talent.
- Our "GET IT RIGHT AND KEEP IT RIGHT" philosophy and methodology includes onboarding support and an aftercare program which allows us to offer the most extensive guarantee in the industry.
- We support the performance and retention of the executives we recruit with our exclusive Retention Regimen™.



Executive Search

Stanton Chase is a global leader in Executive Search. We offer customized, professional, research-based executive search consulting services. We access local and international markets to match your executive and management needs with the most appropriate talent.

The Montreal team has a combined fifty-year track record of successfully recruiting top-performing executives. We know that finding and retaining high-performing executives is a business imperative. Our expertise is our ability to understand our client's commercial, technological, and cultural environments, and to translate that into the delivery of the requisite leadership talent. We listen carefully, react quickly and provide coherent, sound advice.

We believe that recruiting is a process, not an event. A key component of our process is our Retention Regimen™, a structured recruitment and retention program that proactively facilitates the integration and long-term retention and performance of newly-hired executives.

The Keys to our success – and our clients':

- We have a proven ability to bring forward passive candidates through our persistence, persuasiveness, and above all, our professionalism.
- We have a unique ability to get a clear line of sight into an executive's intellectual horsepower, leadership abilities and cognitive thinking skills.
- Our comprehensive assessment methodology has been validated by the performance of the executives our clients have hired over the years.
- *Our exclusive Retention Regimen™ supports long-term retention and provides performance support to the executives we recruit.*

Executive Assessment

Our Executive Assessment service helps organizations, business owners and Boards to better evaluate their executive and leadership talent. We provide independent, objective, unbiased and comprehensive assessments and leadership insights. This allows organizations to be more confident that their existing executive team is aligned with, and can achieve, strategic objectives. Executive Assessments can also provide a framework for organizations to recalibrate executive competencies for future impact.

The organizational applications include:

- Strategic Organizational Changes & Development
- Executive Talent Performance Management
- Succession Planning
- M&A and Private Equity Investment Due Diligence

Strategic Talent Mapping

Strategic Talent Mapping is a customized service often conducted prior to launching a recruitment mandate. This service helps our clients to understand where top executive and senior technical talent is located within their industry or sector, and it provides real-time intelligence prior to making organizational or strategic changes. Talent mapping involves discreetly researching competitors, industry leaders, and talent-demand trends. Our Strategic Talent Mapping reports typically include executives by name and title, reporting lines, and organizational (department) structures. Professional profiles of executives identified are frequently provided, as well as compensation information.

Industry Specializations

Stanton Chase is a collaborative organization - we believe there is strength in numbers and wisdom is derived from pooled expertise. Our Global Practice Groups provide clients with in-depth industry knowledge and experience across a range of sectors. Our consultants collaborate by sharing market insights and talent mapping.



Functional Specializations

Our functional specializations are a reflection of our broad and deep connections in various disciplines. We are immersed in these professional communities and we are able to identify best-in-class candidates, locally and globally, and connect with them quickly.



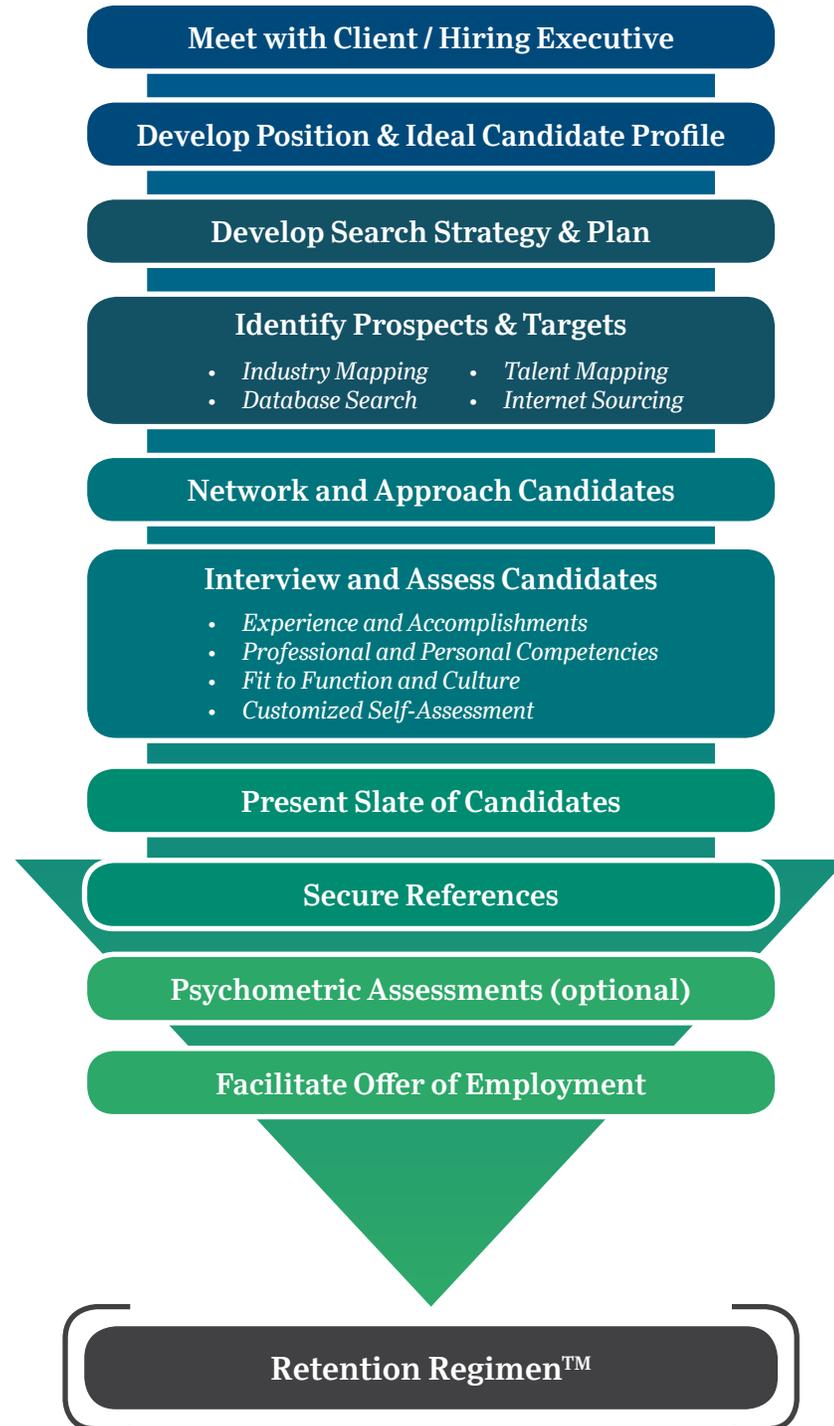
At Stanton Chase, Recruiting is a Process, Not An Event

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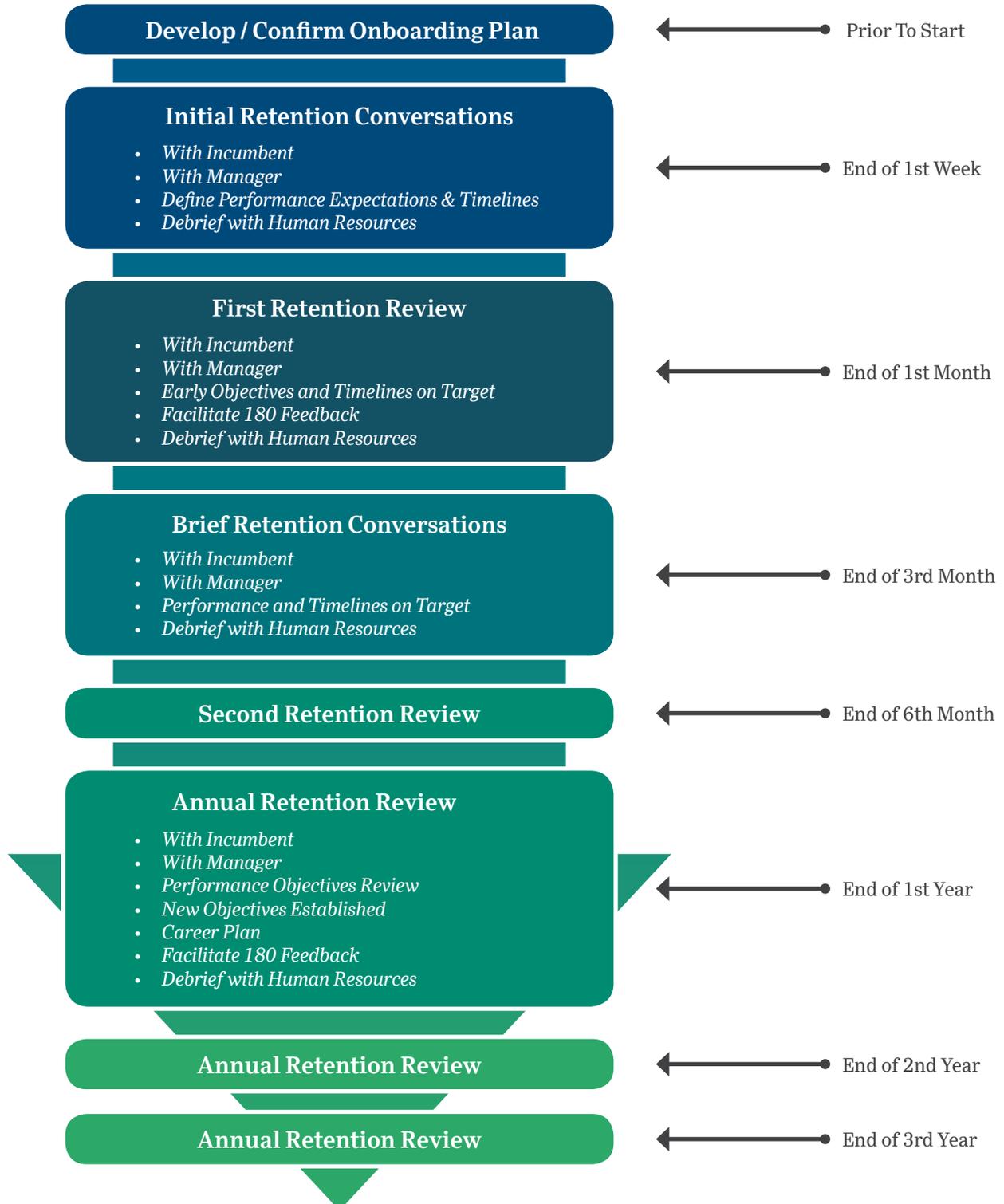
Fewer and Focused. We selectively accept engagements when we are confident we can meet clients' expectations.

With global coverage, Stanton Chase delivers on its promise to pursue the best talent anywhere in the world.

We are engaged in every facet of the recruiting process, from the definition of performance objectives to retention support, year after year. That is how we partner with our clients and add recurring value.



We are committed to getting it right and keeping it right !



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