

SpencerStuart

Spencer Stuart  
An Overview

# Who We Are and What We Do

At Spencer Stuart, we know how much leadership matters.

Through our executive search, board and leadership advisory services, we help build and enhance high-performing teams for select clients ranging from major multinationals to emerging companies to nonprofit institutions. Privately held since 1956, we focus on delivering knowledge, insight and results through the collaborative efforts of a team of experts — now spanning more than 70 offices, over 30 countries and more than 50 practice specialties.

Spencer Stuart has more than 60 years of experience in leadership consulting. We've built a reputation for delivering real impact for our clients around the world. Boards and leaders consistently turn to Spencer Stuart to help address their evolving leadership needs in areas such as senior-level executive search, board recruitment, board effectiveness, succession planning, in-depth senior management assessment, employee engagement and many other facets of culture and organizational effectiveness.

We help our clients answer some of the most critical questions they face:

## As a leader, how do I ...

- » Ensure that we are selecting and developing the right leaders as part of succession planning, a merger or other strategic change?
- » Help a newly hired or promoted executive to become effective quickly?
- » Build a diverse, high-performing leadership team that is more than just a collection of talented individuals?
- » Assess the composition and effectiveness of our board with transformation on the agenda?
- » Evaluate whether the organizational culture and top team dynamics support our new strategic priorities — or serve as an obstacle to change?

## Our Purpose

Discover and  
develop leadership  
for a better future.

# Our Services

## Executive Search

We combine deep industry and functional knowledge with a proven executive search and assessment process to help clients find leaders who best fit their organization's unique needs and will have a lasting impact. We collaborate with colleagues around the world to bring the right specialized industry, functional and geographic knowledge to each assignment. Based on our deep relationships with the most sought-after executives and insights into their leadership capabilities and career goals, we are able to attract the best candidates — those who have the ability to turn around a business, build high-performing teams or create a culture that fosters innovation.

We have a range of tools and proprietary techniques to conduct a rigorous assessment of candidates' track records, knowledge, abilities and potential. Our clients and candidates value us for our expertise, insight, honest advice and commitment to their success.

**Nearly two-thirds of our assignments are for clients for whom we have done previous work.**

## Board Services

The presence of a strong, independent and effective board is increasingly critical to the success of every organization. For more than 30 years, we have been trusted advisers to organizations looking to build and enhance their boards.

Through our board advisory, board assessment and director recruitment services, we can help your board improve its effectiveness and performance.

## CEO Succession Planning

An organization's ability to place the right leader at the top has never been more important to its performance and sustainability. As expert advisers on candidate assessment and the CEO selection process with in-depth knowledge of best (and worst) practices on succession, Spencer Stuart is uniquely qualified to assist boards with the important and complex task of CEO succession planning, helping organizations design a process that is effective, fair and credible.





## Our Services (Cont'd)

### Leadership Consulting

Spencer Stuart is trusted by organizations around the world to help make senior-level leadership decisions that have a lasting impact on their enterprises. Applying deep expertise, proprietary tools and considerable experience, we provide the guidance and insight to help clients attract and develop individual leaders, improve the effectiveness of teams, and foster employee engagement and a strong culture.

In 2019 and early 2020, we augmented our capabilities in leadership development and culture and added new capabilities in employee engagement and HR talent and advisory with the acquisitions of several Aon business units (now known as Kincentric, a Spencer Stuart Company) and Cambria Consulting.

### Individual Performance

- » Finalist Assessment
- » Executive Assessment for Development
- » Executive Succession Planning
- » New Executive Onboarding
- » Leadership Development

### Team Effectiveness

- » Senior Leadership Team Effectiveness
- » Team Culture
- » Board Services

### Organizational Alignment

- » Organizational Culture
- » Mergers & Acquisitions
- » Employee Engagement
- » HR & Talent Advisory

# Our Expertise

To provide clients with in-depth insight, we are organized in specialized practices by industry, function and areas of expertise.

## Industry Practices

<b>Consumer</b>	<b>Industrial</b>
> Consumer Packaged Goods & Durables	> Aerospace & Defense
> Hospitality & Leisure	> Agriculture & Commodities
> Retail, Apparel & Luxury Goods	> Automotive & Mobility
> Sports Business	> Aviation
<b>Education, Nonprofit &amp; Government</b>	> Energy
> Academia & Research	> Engineered Products & Solutions
> Arts & Culture	> Industrial Services
> Associations	> Industrial Technology
> For-profit Education	> Infrastructure
> Global Development & Social Enterprise	> Natural Resources
> Government	> Process Industries
<b>Financial Services</b>	> Transportation & Logistics
> Asset Management	<b>Healthcare</b>
> Consumer Financial Services	> Biopharma
> Global Banking & Markets	> Healthcare Services
> Insurance	> Medical Technology
> Private Wealth Management	<b>Private Equity</b>
> Real Estate	<b>Professional &amp; IT Services</b>
	<b>Technology, Media &amp; Telecommunications</b>

## Functional Practices

Boards	Marketing, Sales & Communications
Chief Executive Officer	Risk
Financial Officer	Supply Chain
Human Resources	Technology and Digital Officer
Legal, Compliance & Regulatory	

## Additional Areas of Expertise

Digital Transformation
Diversity
Family Business

## Our Family of Companies

**KINCENTRIC**  
A Spencer Stuart Company

 **CAMBRIA**  
A Spencer Stuart Company



## Our People and Culture

Spencer Stuart is a firm with over 2,200 colleagues around the world. We come from diverse professional and personal backgrounds. But whether we're in Shanghai or Santiago, Stockholm or Stamford, we're united by our mission, purpose and commitment to each other and to our clients and candidates.

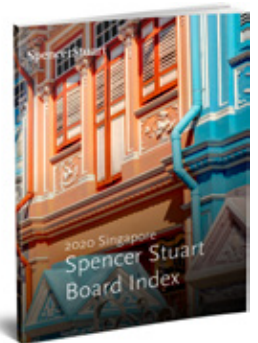
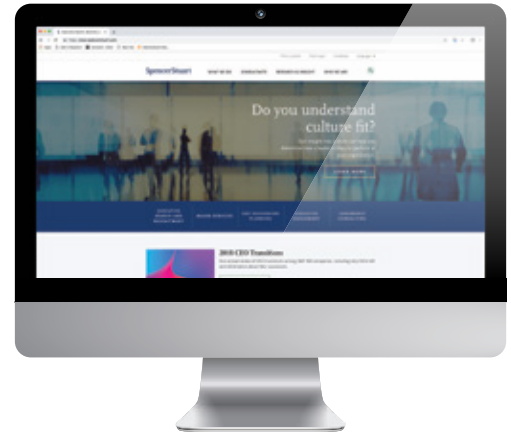
In order to fulfill our purpose and do our best and most impactful work, it's important that everyone feels they can bring their whole selves to work and be able to reach their full potential at our firm. We believe nurturing an inclusive culture where diversity can thrive is necessary for us to serve as more effective advisers to our clients on the critical decisions around who to hire, develop and promote, and to partner with them on how to improve the effectiveness of their leadership teams and boards.

We believe our key differentiator is our people, and we devote considerable energy to finding, recruiting, developing and retaining smart, curious, innovative and results-driven people who care deeply about the work we do, our colleagues and our communities. We're invested in one another's success.

We work hard to create a collaborative and inclusive culture that serves to attract and retain that talent. Plus, it just makes Spencer Stuart a more enjoyable place to work. Through this combination of people and culture, we have focused on crafting a more consultative and relationship-driven approach in the market than many of our competitors.

# Commitment to Insights and Thought Leadership

For more than 60 years, we've been trusted by organizations around the world to help them make critical senior-level leadership decisions. Through our thought leadership, we apply our deep expertise and experience to provide insights into important topics facing senior leaders and their organizations today, like the link between culture and performance, digital transformation, global board governance trends and how to make progress in diversity and inclusion.



# SpencerStuart

70<sup>+</sup>  
offices

30<sup>+</sup>  
countries

50<sup>+</sup>  
practice  
specialties

2,200<sup>+</sup>  
colleagues  
worldwide

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