



Automotive Practice





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TRANSEARCH

Overview



Your World Partner with a Global Reach

TRANSEARCH INTERNATIONAL

Top 10
Global
Search
Firm

40+
Countries

60+
Offices

40
Years of
Experience



TRANSEARCH AUTOMOTIVE | TRANSPORTATION PRACTICE



GLOBAL AUTOMOTIVE PRACTICE BASED IN DETROIT

- **North America:** USA, Canada, Mexico
- **South America:** Brazil, Argentina, Chile, Venezuela, Colombia
- **Europe:** Germany, France, Italy, U.K., Spain, Sweden, Russia, Romania, Czech Republic, Poland, Bulgaria
- **Asia:** India, Thailand, Malaysia, China, Japan, Korea, Hong Kong
- **Africa:** Morocco, South Africa
- **Australia:** Melbourne

THE ONLY RETAINED FIRM WITH A DETROIT-BASED, TRULY GLOBAL AUTOMOTIVE PRACTICE

TRANSEARCH Automotive/Transportation Practice

TECHNOLOGY ENABLERS

- Clean fuel combustion & hydrogen fuel cells
- EV and associated infrastructure
- Connectivity and communication
- Autonomous systems
- Smart charging infrastructure
- Manufacturers (OEM)
- Components / electronics
- Lightweight structures and materials
- Clean steel technology
- Smart highway management
- Road passenger operators
- Road haulage
- Sustainability and Environment

LEADERSHIP FUNCTIONS

- General Management
- CEO
- CFO/Finance
- CTO
- CIO
- CHRO
- CLO
- COO
- Quality and continuous improvement
- Supply chain & procurement
- Engineering
- Retailing/Sales & Marketing

TYPICAL CLIENTS

Automobile and Truck Manufacturers - - Off-Highway Equipment - - Motorsport - - Component and Integrated Systems Suppliers Electronics and Wireless Systems - - Fleet Operators - - Dealership Groups and After-Market/Distribution Automotive Professional Services - - Material Suppliers

TRANSEARCH Automotive/Transportation Practice

THE ONLY RETAINED FIRM WITH A DETROIT-BASED, TRULY GLOBAL AUTOMOTIVE PRACTICE



- Cohesive Regional team and extensive cross border experience and capability with tenured, capable, experienced team members strategically located around the world – global candidate and market intelligence capabilities with automotive practice research offices in:
 - Detroit (since 2002)
 - Windsor, Canada (2002)
 - Mexico (2007)
 - Prague (2017)
- Strong combined network with extensive reach
- Very strong reputation in the automotive industry – people return our calls
- Shared research and mapping
- Consultants matched by specialisation
- Consistent methodology and platforms:
 - Strong knowledge and experience with industry specific processes and systems such as: Quality Systems, Purchasing Models, Approval Gating Systems, Product and Technology Roadmaps, Sales Strategies, Product Development Process, Manufacturing Processes
 - Unmatched assessment tools for leadership competency, cultural fit, team fit, and more
- Regular sharing of IP and market updates



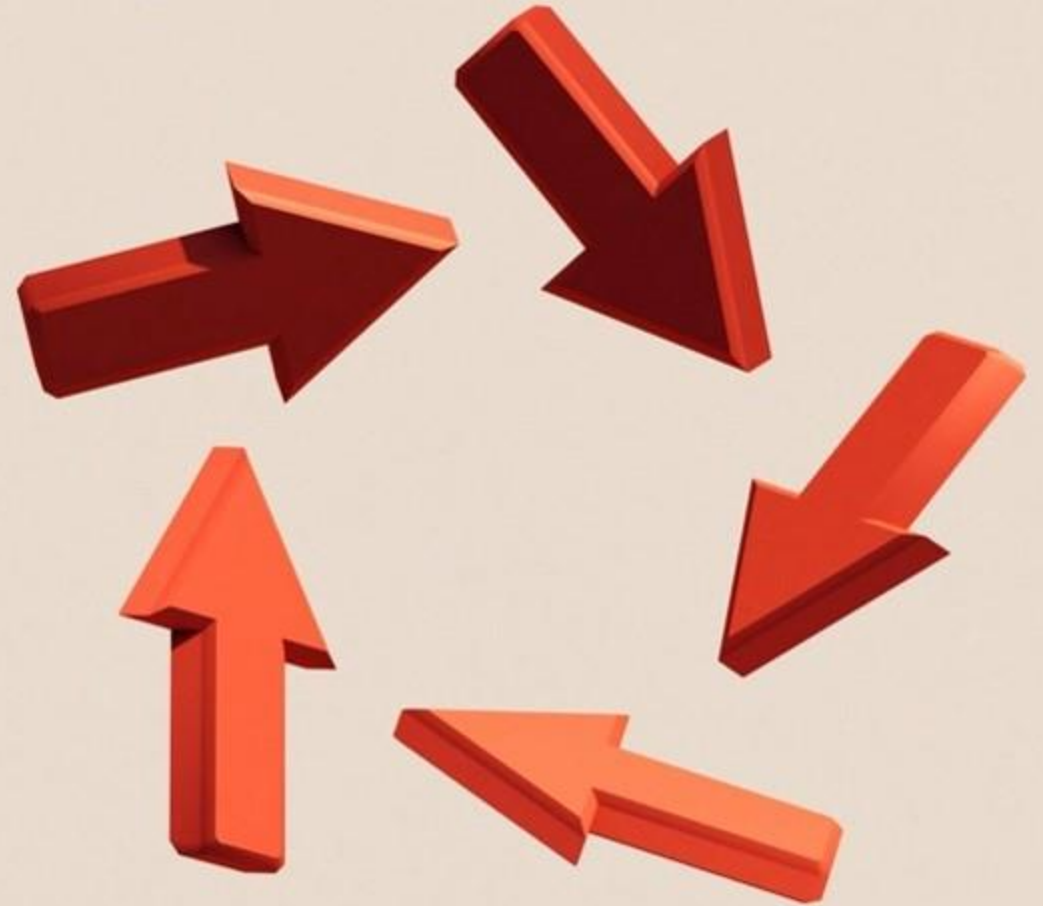
Ethics and Quality Standards

- Mutual exclusivity
- Strict time management
- Full commitment
- Absolute discretion
- Transparent fee structure
- Clear off-limits policy
- Standardised procedures



Values

- **PARTNERSHIP:** growing long-lasting partnerships with Clients to achieve goals
- **INTEGRITY:** being consistent and transparent in decisions and actions
- **VALUE:** anticipating the next level of value for our Clients as well as candidates
- **LEADERSHIP:** inspiring Leadership through our actions and results
- **TRUST:** instilling an environment of Trust
- **QUALITY:** delivering high quality Client service
- Striving for **EXCELLENCE**
- **INCLUSIVITY:** celebrating the differences in each individual and respecting who they are



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MARK THIBODEAU

Managing Director TRANSEARCH Detroit
VP of Automotive and Industrial, Americas
Global Automotive Practice Leader

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Mark Thibodeau has over twenty-five years' experience in Executive Search and Staffing. He is Managing Partner for the Detroit office and serves as Vice President of Automotive Americas and leads the global auto practice. He started his career in Detroit as a sales manager, branch manager, and later area director for the world's largest Human Resources company (Adia/Adecco based in Switzerland). In the late nineties he moved into technical recruitment and finally, Executive Search. In 2002, he founded Tier One Executive Search with offices in Detroit, USA, Windsor, CANADA, and later Shanghai, PRC (2004). Tier One Executive Search became known as the world leader in leadership recruitment for the automotive and industrial segments and became part of TRANSEARCH in 2021. Mark has a strong focus on the Automotive manufacturing segment, and parts and systems suppliers. The Detroit office also has a practice area within automotive dealership and aftermarket. Mark has served on

the board of directors of the highly regarded Pinnacle Society and is an active and contributing member.

Prior to the search industry, Mark spent several years in Detroit, selling to automotive manufacturers and part suppliers for a regional logistics company.

Mark studied at and graduated from a top US school, Cranbrook, and later Alma College, where he focused on International Business. He is certified in US Employment law and has his CPC, issued by NAPS.

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SANGEETA LAL
India, New Delhi

Ms. Sangeeta Sant Lal is a Senior Partner in the TRANSEARCH New Delhi office and leads the office's Automotive Practice. Sangeeta brings a wealth of experience to the firm, possessing over 30 years' experience working with multinational companies as well as local corporations in the industrial sector, including a successful entrepreneurial venture.

Prior to joining TRANSEARCH, Sangeeta was a Client Partner with Korn/Ferry and spent 7 years in their Industrial practice where she worked on key leadership mandates in the Automotive, Manufacturing and Transportation sectors.

In a previous role she was based in Mumbai as a vice president at Quadrangle(naukri.com), where she headed the recruitment and search practice for the western region. Before that, she founded a Senior Partner human resources consulting firm and subsequently moved to Dubai to set up the company's

first overseas office. During her time in the Middle East, she handled numerous executive search assignments across different industries, functions in the industrial, financial services, consumer and oil and gas sectors.

Ms. Lal holds an MBA in human resources from Xavier's Labour Relations Institute (1986) and a Bachelor's degree in Economics (1984) from Stella Maris College, Chennai.

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ADRIAN GONZALEZ
Mexico, Mexico City & Queretaro

Adrian has extensive experience in executive search and consulting. Prior to joining TRANSEARCH, he established his own search firm, Estego Consulting. Adrian has worked with top international consulting companies in different business areas, including strategic management (Booz Allen & Hamilton in Washington, D.C.), branding strategy (Interbrand Mexico), and executive recruiting (CTPartners Mexico).

Adrian's professional career includes executive management roles in Telecommunications and Technology in leading companies. At CFE Adrian was responsible for building and managing a recently created unit in charge of commercialization of telecommunications services over the second largest fiber network in Mexico. As Managing Director for Global Crossing Mexico and Vice President of carrier sales, Adrian was responsible for new business development and network operations. He also worked with AT&T Mexico and

served as Managing Director of Yoyomedia.com, an Internet initiative designed to offer e-commerce and direct marketing services.

Earlier in his career, he worked with Mercedes-Benz in Germany and Mexico.

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DONALD HSU
China, Hong Kong

Donald Hsu is based in Hong Kong and has over 20 years of experience in talent management consulting. He offers a holistic consultative approach to executive search services to global clients in new market entry and organisational development in Asia. Donald's consulting career includes tenures with top-tier global and regional boutique search firms. He has previously run his own search business, supporting clients in the industrial, luxury fashion and goods and consumer products sectors to strengthen and expand their AP businesses.

Donald began his professional career with Colgate-Palmolive in product development. As Technical Service Manager with PPG Industries, he was a key driver for new business development in Asia and in South America. Donald holds a B.Sc. degree from the University of California at Berkeley in Chemistry and received his doctorate degree in

Organic Chemistry from the Massachusetts Institute of Technology. He also holds an Executive Diploma in Corporate Coaching and is a certified DiSC trainer. He is passionately integrating ontological coaching in his search work, effecting change for individuals and teams. Donald is fluent in English, Cantonese and Mandarin.

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SANDY LIAO
China, Guangzhou

Sandy Liao is an experienced search professional with her more than 15-year career in human resources, spanning a wide range of recruitment between top managements and chief technicians in Greater China. She has been involved in an array of senior-level search initiatives throughout the region, with a focus in South China. She specialises in providing consulting services for sizeable multinational companies and local enterprises across the industries of Automotive and Manufacture Engineering Services, Trading/Buying, and Luxury Retail/FMCG in the Greater China and Asia Pacific regions. She currently covers various aspects in trading/buying, retail, automotive and manufacturing, especially in garment, shoes, electric, mechanical equipment and motor industry. She started her headhunting career as a researcher after her graduation. She was the Managing Consultant for Cielo Executive Search, part of Cielo Talents Group.

Sandy has a bachelor's degree in biotechnology and achieved Human Resource Intermediary Certificate. She is a fitness enthusiast and likes hiking.

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DANIELE BRIOSCHI

Italy, Milan

Daniele Brioschi is a Partner in the Milan office in Italy. His focus is on the Industrial sector.

He spent the first 20 years of his career in managerial positions in three multinational companies in the Automotive sector - General Motors Corp. (living abroad for several years in USA, France and Germany), Manuli Rubber Industries and TRW Automotive.

His executive search experience started in 2005, as an Associate Director at Stanton Chase International and then as a Partner at Elan International and Regional Leader Europe of INAC.

Daniele holds a Master's degree in Mechanical Engineering from the Politecnico of Milan. He is fluent in English and French.

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STANISLAV ALEXEYEV

Russia, Moscow

Stanislav has been in the executive search business since 1992 - a track record matched by very few Russian consultants. Since launching his executive search career Stanislav has gained experience working in automotive various other economic sectors with multinational and leading Russian companies. While working for global as well as major Russian executive search organizations, Stanislav has conducted dozens of search assignments for C level executives and board-members throughout Russia and the CIS. Stanislav received business education in Manchester Business School and International Management Institute of St. Petersburg (IMISP). He is a graduate of St. Petersburg University of Civil Engineering and is based in Moscow.

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CLAIRE JOUFFROY

France, Paris

Claire Jouffroy is a senior executive search consultant with 20 years' experience. She is a trusted advisor to her international clients, operating in the Industry sector (Automotive suppliers, Machinery, Metals, Packaging, Specialty Chemicals, Industrial Service). She is also active in Renewable Energy & Clean Technology, with a focus on Energy Storage, Manufacturing and Recycling.

Claire advises her clients in their search for C-Level talent across various roles and functions. She works with a range of International and European companies spanning various shareholder and business models.

Prior to starting a career in executive search, Claire held several positions in HEC, a business school, before becoming HR Director at KPMG Consulting.

Claire has a degree in International Relations from the University of Pennsylvania in Philadelphia. She speaks French and English.

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FRANCESCO PICCONI
Italy, Milan

Francesco Picconi is a partner based in the Milan office, specialising in Executive Search and Leadership Consulting, primarily focusing on the Energy, Industrial, and Construction sectors in Europe and the Middle East.

His journey with TRANSEARCH began in 2023, transitioning from Amrop. Francesco brings a wealth of experience from a successful global career as a Chief Human Resources Officer (CHRO) and HR & Organisation Director in esteemed multinationals, including Saudi Aramco, GE, Fiat Group, Alstom, and British Steel. He has also worked with family companies such as Falck Renewables, Indesit, Zambon Pharma, and in consulting with Willis Towers Watson. Francesco's career has spanned Italy, the UK, Germany, France, and the Gulf region between 2014 and 2021.

As an industry "insider" in the Energy sector, covering Oil & Gas, Power Generation, Utilities, Renewables, EPC, and Cleantech, Francesco also directs his focus towards the Industrial, Automotive, Metals, Chemical, and Construction sectors.

Renowned for locating world-class executives and assembling leadership "dream teams," Francesco supports clients in various areas, including succession plans, business and HR strategies, complex transformations, globalisation, M&A, scale-ups, and digital technologies.

He holds a Master of Science in Business Management from Università Bocconi of Milan and is certified as a Six Sigma Green Belt and a GE Change Acceleration Process (CAP) coach. Proficient in English, French, and Italian, Francesco is currently adding German and Arabic to his linguistic repertoire.

Based in Milan, Italy, Francesco dedicates a significant portion of his time to Europe and especially to the Middle East, where he assists international clients in Executive Search, Leadership Advisory, HR, and Organisation projects.

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WENDY LAU

Malaysia, Kuala Lumpur

Prior to founding TRANSEARCH in Malaysia in 1992, Wendy Lau worked as a Consultant with the American search firm, Boyden International in Kuala Lumpur. Wendy spent her early years with Multicore Solders, a British - Malaysian joint venture solder and flux manufacturing company as Marketing Manager for the Asean region. Whilst she is very familiar with the manufacturing sector, she has also worked with clients in most industries including automotive, consumer goods, construction, building materials and energy and natural resources. Over the years, she has acquired significant search experience after completing searches for senior management positions in a wide spectrum of industries. She has a Degree in Chemical Engineering from the University of Detroit, Michigan, USA. She is based in Kuala Lumpur.

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HANS W. BERG
Germany, Stuttgart

Hans is International Partner and Co-Leader of the Global TRANSEARCH Industry Practice. Hans embarked on his Executive Search journey in 2000 when he joined a well-known European Search company in Frankfurt. In 2003 he joined TRANSEARCH Germany and is an important member of the global automotive practice team since 2005. His focus are C-level positions and Leadership and Board Consulting. Since 2020 he serves as Regional Chair South-West Germany of FEA e.V., Financial Experts Association e.V., a professional association of non-executive board members with focus on finance.

Hans' previous management career includes 10 years at Honeywell as Product Manager, International Marketing Director and Head of a global Business Unit. Hans started his career as Project and Operations Manager at two family companies, pioneering innovative air quality control solutions in buildings.

Hans holds a degree in Engineering from the Technical University of Cologne (1984) and an MBA from INSEAD in Fontainebleau (1987). Hans is fluent in German, English and French. He is married, has two daughters and one grandson. Since 2020 he also serves as INSEAD Fund ambassador for Germany and for his MBA class, promoting "Business as a Force for Good".

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BRANT BURKE
China, Hong Kong

Brant Burke is a Hong Kong-based consultant with 20 years of experience. He leads the Greater China Industrial and Technology search practices. He uses collaborative, methodical processes to recruit best-in-class talent for his clients across Asia Pacific. Systemic and results-oriented, Brant prioritises cultural fit, suitability, and alignment in equal measure to core competencies. A Hong Kong resident for more than two decades, Brant is fluent in French and English and speaks Chinese. As a consultant, he measures success by the immediate and long-term impact of the talent he introduces to his clients' organisations.

Previously Brant co-founded a greater China human capital technology and recruitment startup which was acquired and merged into a China-based boutique consulting firm. He studied math with a minor in communications, earning an undergraduate from the University of Toronto in 2003.

Rooted in the Hong Kong community where he and his wife are raising their two daughters, Brant is an active member of numerous local and regional business associations, chambers of commerce, and charitable organisations.

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MARK GEARY
China, Hong Kong

Mark Geary has been involved in the recruitment of senior international executives for over thirty years. Prior to joining Asianet, he held senior executive positions with major international companies such as ICI, Inchcape and InterContinental Hotels. His extensive experience spans the international arena, particularly the USA, Europe and the Asia Pacific regions. He has lived and worked in the UK, Hong Kong, Taiwan and Malaysia. His knowledge of the Asia markets and wide network of international contacts gives him a sound understanding of different cultures, customs and industry sectors.

Mark holds a Degree in Business Administration. He is a Fellow of the Chartered Institute of Personnel and Development and a Member of the Institute of Directors. His qualifications and memberships reflect his extensive experience recruiting senior executives internationally and his

knowledge of international business.

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AGATHE BIERLING

France, Strasbourg

Agathe Bierling has gained more than 10 years' executive search experience in France and at international level across a variety of sectors with a special focus on industry, consumer goods, and life sciences. She is specialised in cross-border searches and candidate sourcing strategies. Agathe embarked on her executive search career in 2003, when she joined Neumann International, first as an International Researcher, then as an Assignment Associate and a Consultant, supporting many offices of the group in France, the UK, Italy, Spain, Germany, Austria, CEE & Russia, and China. In 2012, she was subsequently promoted as a Client Manager. Previously, Agathe worked for Viaregio, a French consulting firm specialised in European financing, as a Communication and Marketing Manager. Her earlier professional experience includes being an Assistant in various European organisations such as the Office of the Committee for European Integration in Poland and the Council of Europe in Strasbourg. Agathe

graduated from the Institute of International Relations in Strasbourg and holds two Master's degrees in International Relations, and in Competitive Intelligence and International Development Management. She speaks fluently French and English, conversational German, and basic Polish.

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CARLO MACKRODT
Germany, Munich

Carlo Mackrodt is Managing Partner with TRANSEARCH International. He has 30 years of experience in executive management positions as well as in top management consulting and executive search, with a specialisation on family-owned companies in the automotive, consumer, industry and technology sector. One of his main areas of interest is “leadership in the age of digital disruption”.

He started his career as an R&D Manager in the field of materials processing science, followed by almost a decade in the Restructuring and Strategic Procurement Practice of KEARNEY. He left KEARNEY to help manage DCI, a market-place start-up, as an executive board member and after its IPO joined HENKEL, where he held several international executive positions in IT, Finance, Supply Chain and Production.

Carlo holds a PhD in Engineering with a focus on casting technologies and a degree in business administration. He successfully completed several post-graduate executive programs at IMD, INSEAD and Thunderbird University.

He grew up in Florence, Italy, and gained international experience with assignments in the USA, England, Brazil, Italy, and Sweden. Carlo is fluent in German, English, Italian, French and Spanish. He enjoys the mountains, likes white water kayaking and skiing and actively practices Aikido.

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KAZUYUKI SASAKI

Japan, Tokyo

Kazuyuki Sasaki has over 20 years' experience in the Industry and Consumer sectors. He has occupied various senior management positions during this time. He has been active in executive search since 1987. Sasaki is a board member of JESRA (Japan Executive Search and Recruitment Association) and is the author of best-selling books dealing with change management. He is based in Tokyo.

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THOMAS HELLMANN
Germany, Frankfurt

Thomas Hellmann is an Executive Global Partner and Board Member of TRANSEARCH in Germany since 2010. Born in 1962 and with an MBA he has worked since 1991 as an executive search consultant. Before starting at TRANSEARCH International he was a Managing Director for one of the leading German executive search firms in Frankfurt for a total of 8 years.

With regards to his competencies, Thomas Hellman is specialised in the fields of Sales and Marketing, Engineering and Logistics/Supply Chain Management, Human Resources Management and General Management.

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BERNARD PERRY

United Kingdom, London

Bernard Perry is the Managing Partner of TRANSEARCH UK and is based in its London office. An engineer and consultant by background, he brings over twenty years of international executive search experience, with a focus on Board and senior executive appointments across an industrial spectrum that encompasses advanced engineering, specialist manufacturing, associated support services and professional services. He has worked within the world's leading global executive search firms as well smaller niche boutiques.

Throughout his career, Bernard has assisted the UK divisions of major international companies, often in automotive and aerospace focused companies. Alongside his multinational clients, Bernard brings a successful track record of working with small and mid-cap companies across the UK. More often than not headquartered away from London, these businesses also have their unique challenges, including cultural and

geographical. This often involves cross-border mobility and introducing appointed candidates into complex multi-country reporting structures. Bernard adopts a highly collaborative approach with clients and colleagues alike, which is crucial for the successful delivery of assignments at this level.

Bernard is a Chemical Engineering Graduate and spent his early career in Brussels, where he worked at the European headquarters of two international industrial market research and competitive intelligence consultancies. He is a Fellow of the Royal Aeronautical Society and a fluent French speaker

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JOE PURCELL

Japan, Tokyo

Joe Purcell is a Senior Consultant at TRANSEARCH in Japan. Prior to joining TRANSEARCH, he was with another global retained executive search firm.

Joe is a Generalist – covering all industries and positions; with an emphasis on Industry, Technology, Business and Professional Services, Consumer and Retail (including Luxury Brands) and Life Sciences.

Before entering Executive Search in 2011, Joe had more than 20 years of Senior Financial Management experience within top echelon organisations, over diverse industries, including KPMG, Citi, Merrill Lynch, Marriott Hotels, Prudential, MetLife, Dun & Bradstreet and Electrolux.

Joe is from the USA, but most of his career has been in Japan, where he has lived and worked for over 25 years and been

associated with, for almost 45 years.

Joe is a Certified Public Accountant, has a BA in Accounting and an MBA in International Business. He is fluent in Japanese.

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MARIE-HELENE SOHLER
France, Strasbourg

Marie-Helene Sohler has been an executive search professional for the past 20 years. With a strong focus on Industry - Automotive, Mechanical, Building, Food and Pharmaceuticals - as well as on Consumer Goods & Retail, she has built a valuable network over the years, and has been supporting various large cap and mid-size family-owned companies in France. Marie-Hélène began her executive search career in 1995, when she joined Neumann International in Paris. She co-founded the Strasbourg office of TRANSEARCH, where, as a Managing Director, she continues to provide expert advice on complex recruitment challenges. After starting her career with the European Commission in Brussels, she authored a book on executive expatriation, published by Nathan. She also spent three years with a firm specialising in direct marketing. Marie-Helene holds a post-graduate diploma in Social Sciences from the Sorbonne, Paris, as well as a degree in Psychology from the University of

Strasbourg. Marie-Hélène is fluent in English and can converse in German.

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BEATA ZYTKA
Poland, Warsaw

Beata Zytka, who has a more than 17 years' experience in the executive search industry, is the Managing Partner of TRANSEARCH International Poland. Her executive search expertise encompasses senior management assignments for clients in a breadth of industries including consumer goods, healthcare, industrial, financial services and telecommunications. Previously from Spencer Stuart, Heidrick & Struggles and Russell Reynolds, Beata served multinational and local clients, with specialization in top-level assignments in Poland and Central and Eastern Europe. She holds a degree in business management from the Polish Open University. Besides her native Polish, Beata is fluent in English and German.

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JOHANNES BURGHOLD

Romania, Bucharest

Dr. Johannes Burghold is German, studied Economics and did his PhD at University of Augsburg. He is in Executive Search since 2007.

He was Lecturer at the SIMTC, Shanghai Industrial Management Training Centre, the first ever established post-graduate business school in China.

He held top management positions in international German and British companies in Germany, Romania, Bulgaria, UK, and Hungary.

He worked for FMCG and Commodity companies as well as financial services. He was member of the Supervisory Board of a German construction company.

All together he has over 20 years in Executive Search and top

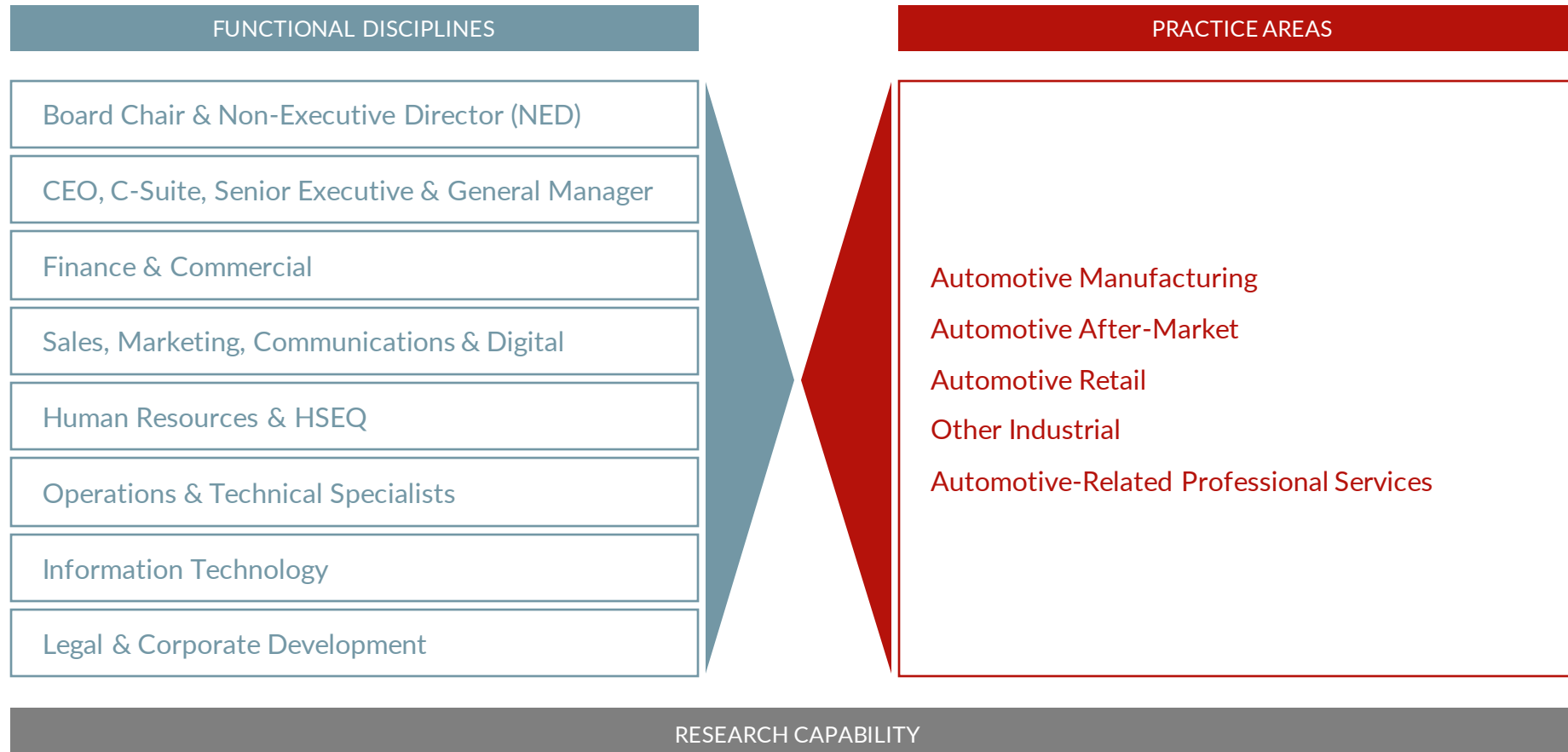
management positions in Eastern Europe. He is Managing Partner Romania and Regional VP Eastern Europe within TRANSEARCH.

Experience

Industry Sectors

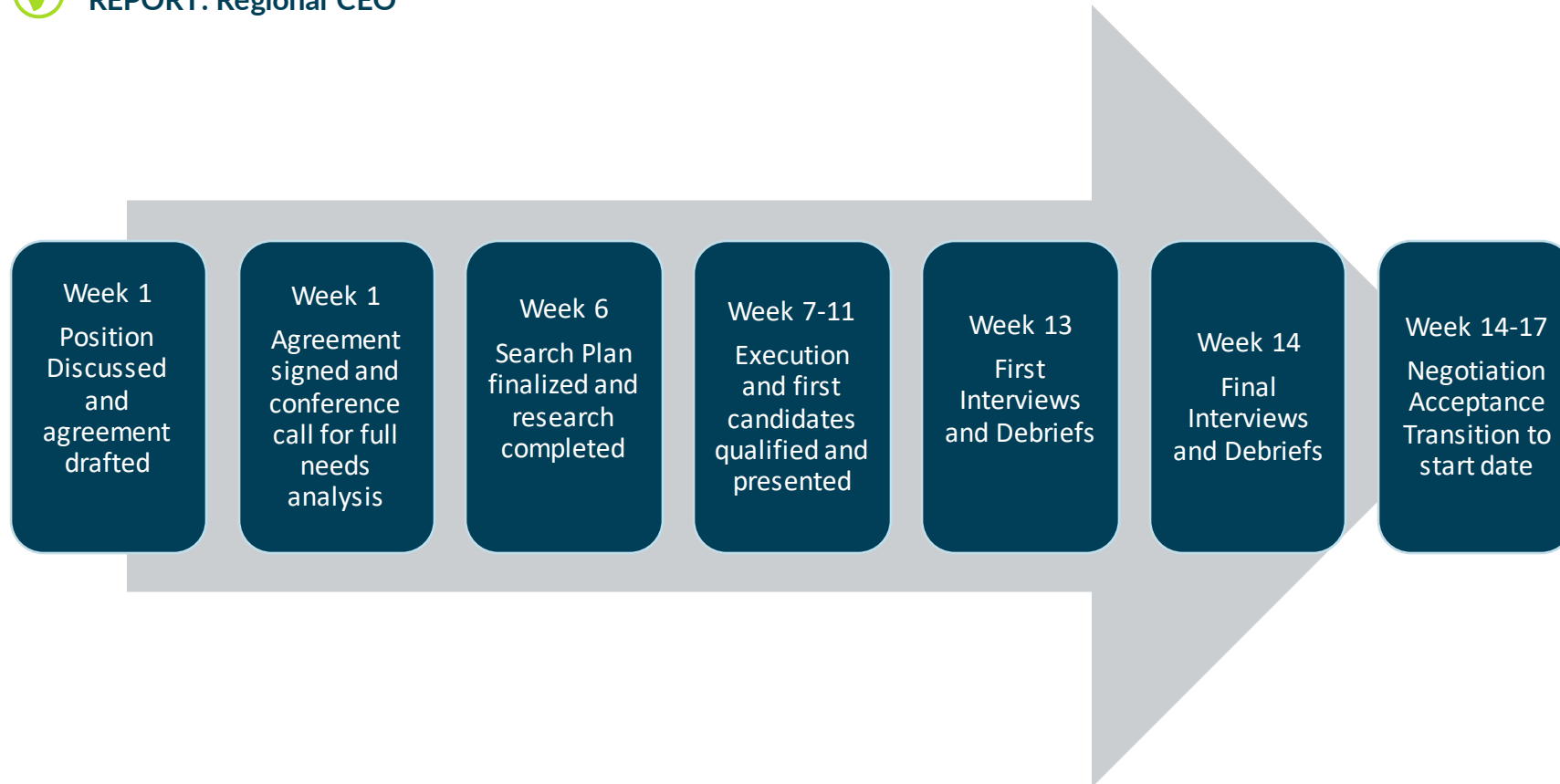


Sector Specialisation



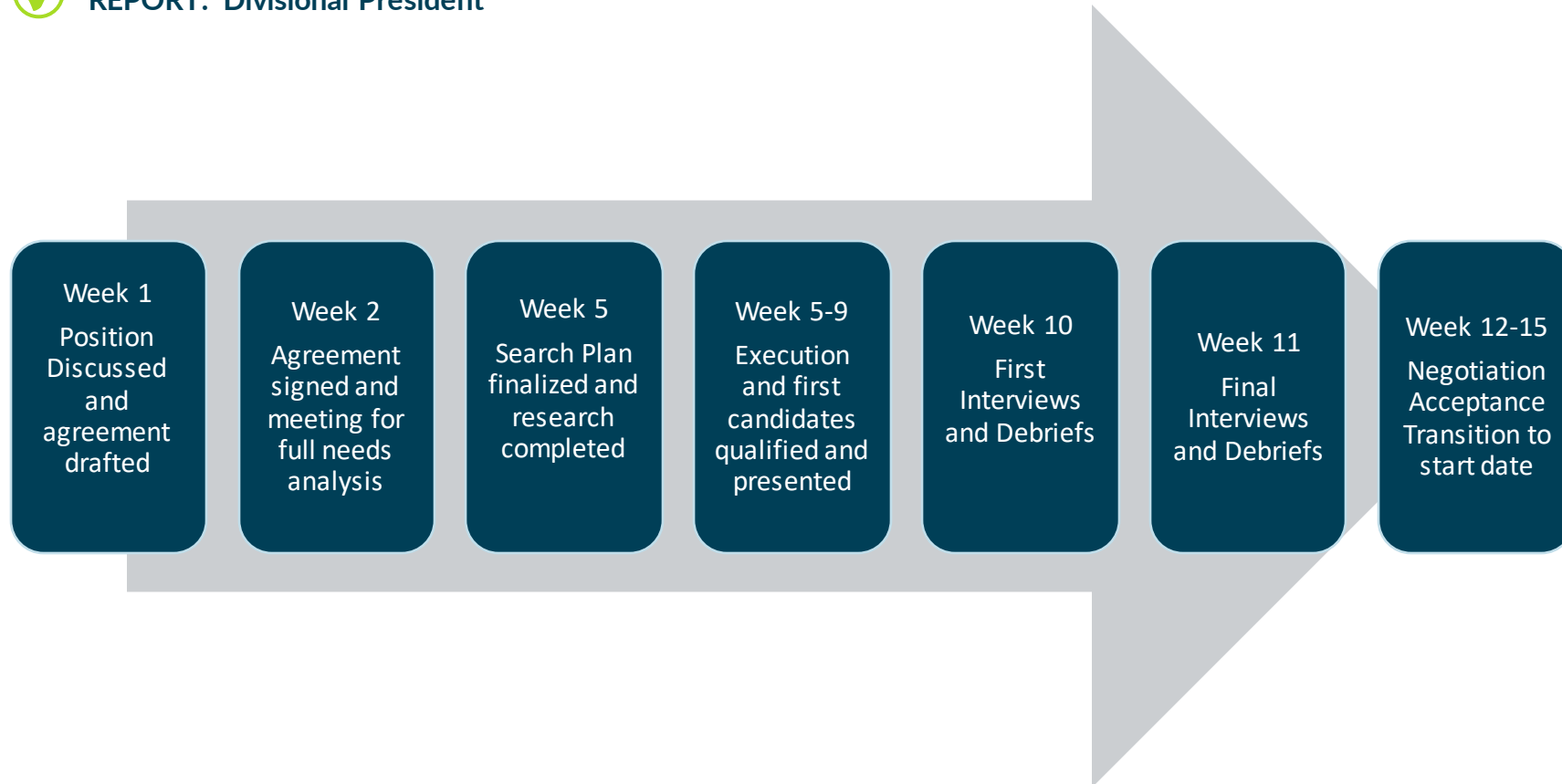
Case Study 1

- ✓ CLIENT: \$14 Billion, Global Manufacturer
- ✓ POSITION: Vice President, Global Quality
- ✓ REPORT: Regional CEO



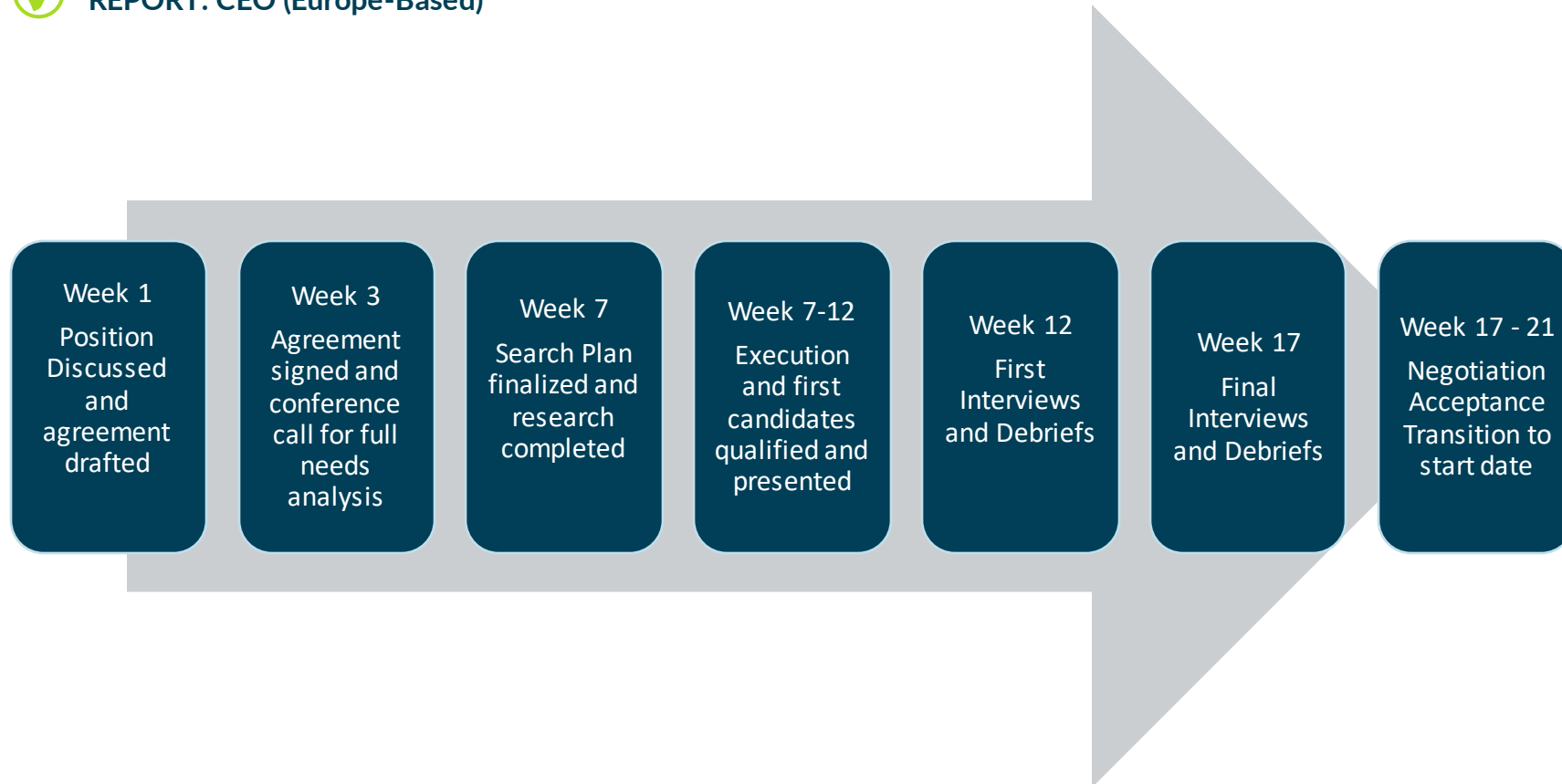
Case Study 2

- ✓ CLIENT: \$10 Billion Automotive Systems Supplier
- ✓ POSITION: Chief Technical Officer
- ✓ REPORT: Divisional President



Case Study 3

- ✓ CLIENT: \$4 Billion, Europe-Based Supplier
- ✓ POSITION: CEO, Americas
- ✓ REPORT: CEO (Europe-Based)



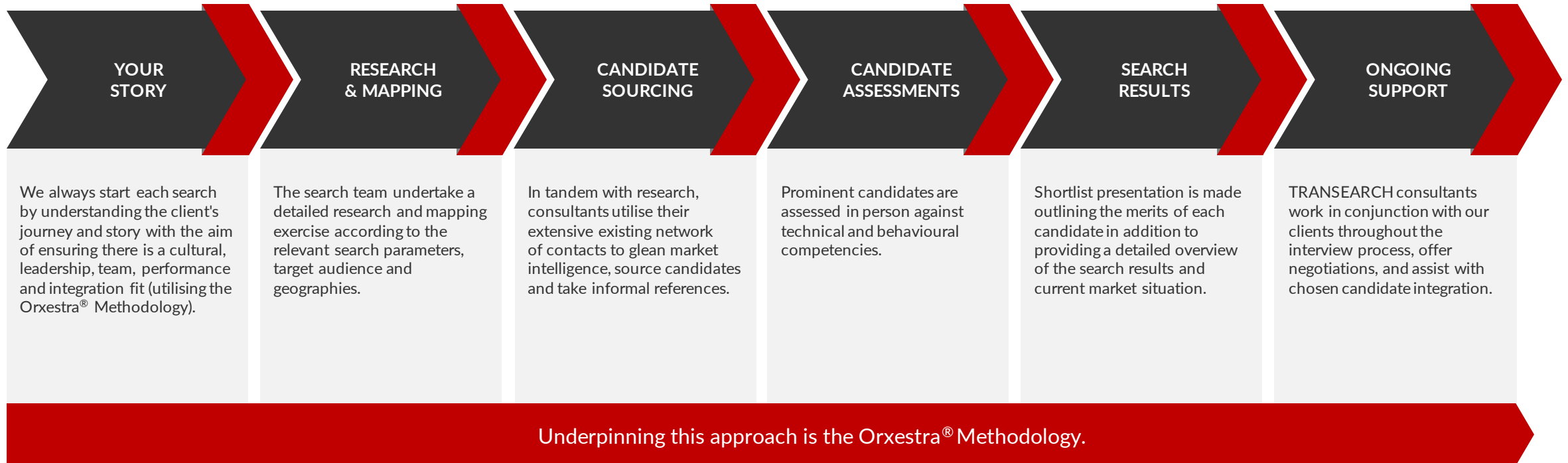
Approach

Process & Methodology

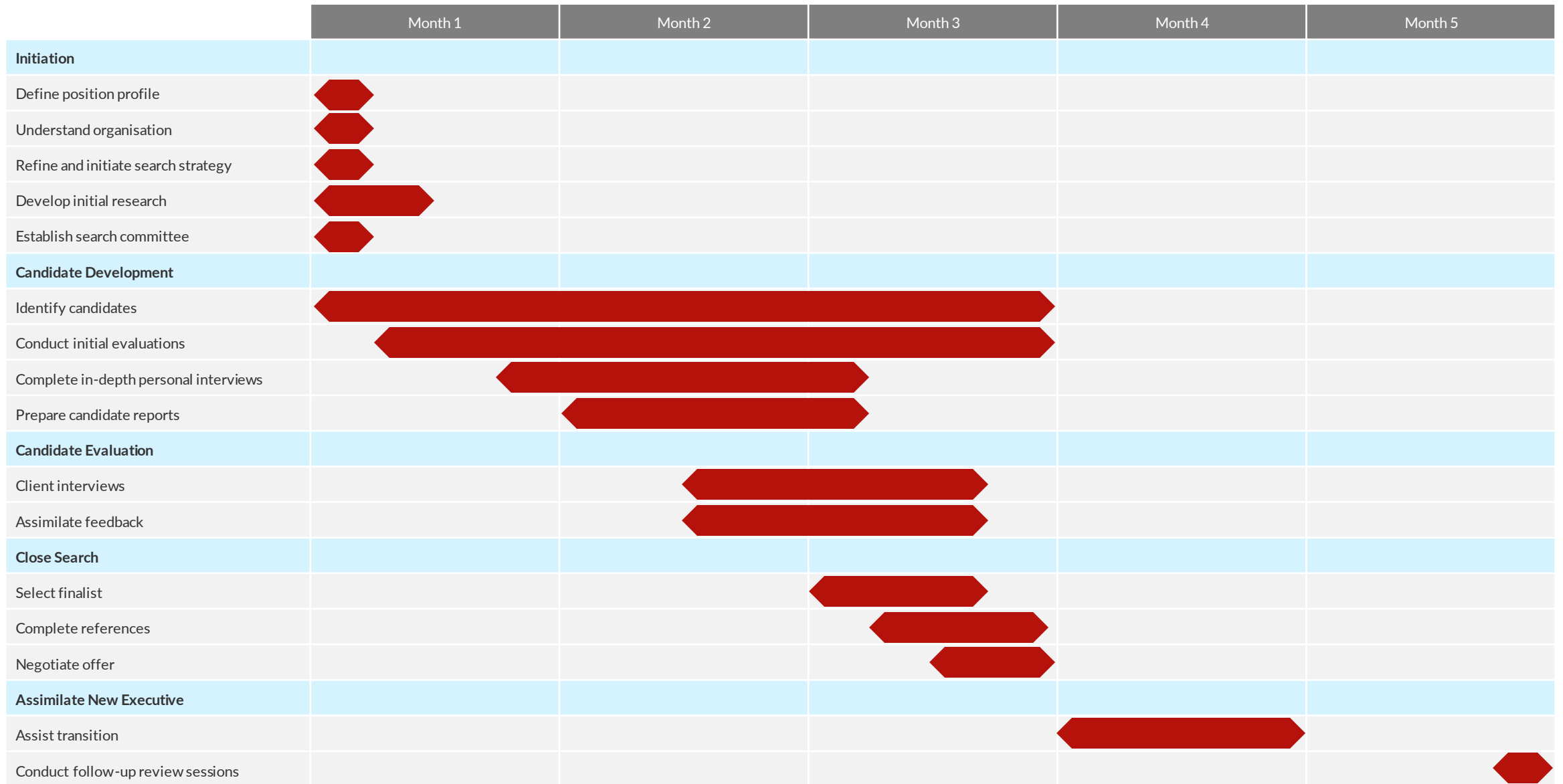


Search Approach

Given the unique nature of each individual client and search mandate every piece of work is bespoke, and research driven.



Process & Timescales





Research Capability

- As with any executive search firm, we rely on the professionalism and determination of our research team to identify and recruit the very best human capital.
- The TRANSEARCH Research Team's philosophy is based on finding the best talent, wherever located, to provide clients with total coverage of the global candidate market, never assuming the project is completed until the hired individual starts in the new position.
- By methodically mapping key markets and networking to ensure up-to-date industry intelligence, they ensure that the candidates we represent are the very best executives for the position, not merely the ones most obviously available.





Orxestra® Methodology

Orxestra® is a suite of proprietary TRANSEARCH tools that together, maximise the 'fit' of a leadership appointment and promote leadership balance.



ORXESTRA® INC.

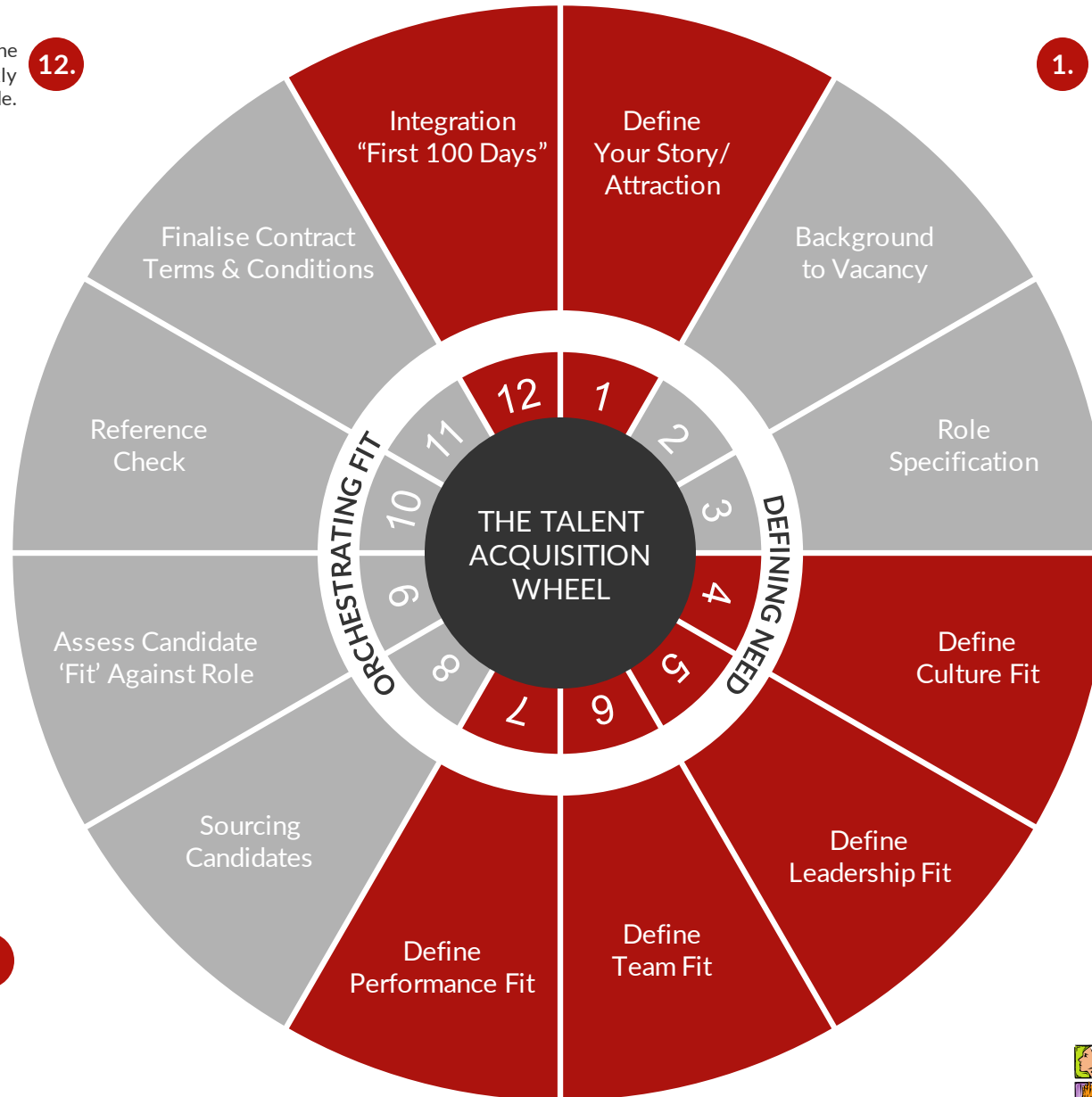
TRANSEARCH Orxestra™ Method

- In 2000, Dr. John O. Burdett – a prominent global authority on leadership and organization development – joined with TRANSEARCH International to pioneer the new horizon of Executive Search.
- In 2001, we launched our proprietary methodology for assessing “the DNA” of an organization and calibrating Fit. We call it the TRANSEARCH Orxestra™ Method.
- On the surface, Orxestra™ is a diverse series of flashcards used to construct an idealized scorecard.
- On a deeper level, it enables our teams to evaluate talent in a meaningful way that’s directly linked to the personality of your organization.

Unique Methodology

- Using tools unique to TRANSEARCH we assess the requirements of our clients against specific criteria.
- What differentiates TRANSEARCH and translates into meaningful benefits for our clients is how we ensure 'fit' and leadership balance.
- We use the TRANSEARCH Orxestra® Method (developed by John O. Burdett) to measure six different dimensions of fit which guards against costly mishires. Our proprietary tools provide a unique perspective regarding attraction, culture, performance, leadership, and team “fit.” And our integration methodology ensures that new leaders are integrated quickly and successfully without breaking stride.
- In summary, we believe that success is not measured by whether candidates can do the job, but how successfully and how quickly they deliver results.
- We consistently personalise our client outcomes and deliver a powerful experience for every candidate, which in turn energises and magnifies the conversations, ideas and relationships that help lead clients to what's possible and in turn enables us to anticipate our clients' needs.
- We are also able to show that our exceptional candidate placement and ‘stick’ rates improve with this methodology, with both rates in excess of 95%.

Talent Acquisition Wheel



12. The need for a self-guided integration process that allows the new leader (with support from the organisation) to move quickly and successfully into the organisation without breaking stride.

11. Move beyond the assumption 'one size fits all.' Build the terms and conditions around the candidate's unique needs e.g., flexible benefits, innovative compensation arrangements.

10. Forensic reference checking. Hiring manager plays a key role. The rule: validate, validate, validate.

9. Match past success against the 'scorecard.' Dig deep into experience and technical and or functional expertise. Determine culture, performance, leadership, and team 'fit.' Assess competencies by challenging 'the how' and 'the why' of past experience.

8. Explore non-traditional places to uncover talent. Make ongoing talent scouting part of how the business does business. Encompass talent outside of the business in the organisation's succession work.

7. Speaks to a process that (1) defines the contribution (to the team) made by each member of the team; and (2) delivers the facility to assess what, if anything, in terms of team effectiveness⁵ is missing.

1. Every great organisation has a great story. What attracts people to the organisation is its STORY. A great story describes: Where are we heading (e.g., scale, scope, strategy)? What do we believe in? What makes us special? How does what we do make a difference in people's lives?¹

2. Why does the opening exist? Is this an opportunity to reorganise or redesign the role? Is this a role that offers outstanding experience in line with succession needs? Is this a role where past occupants have struggled?

3. Define the 'must have' and 'desirable' functional and technical demands of the role that shape tomorrow's success. Issues such as sector experience, languages needed and academic/technical qualifications emerge here.

4. Define the 'must have' and 'desirable' functional and technical demands of the role that shape tomorrow's success. Issues such as sector experience, languages needed, and academic/technical qualifications emerge here.²

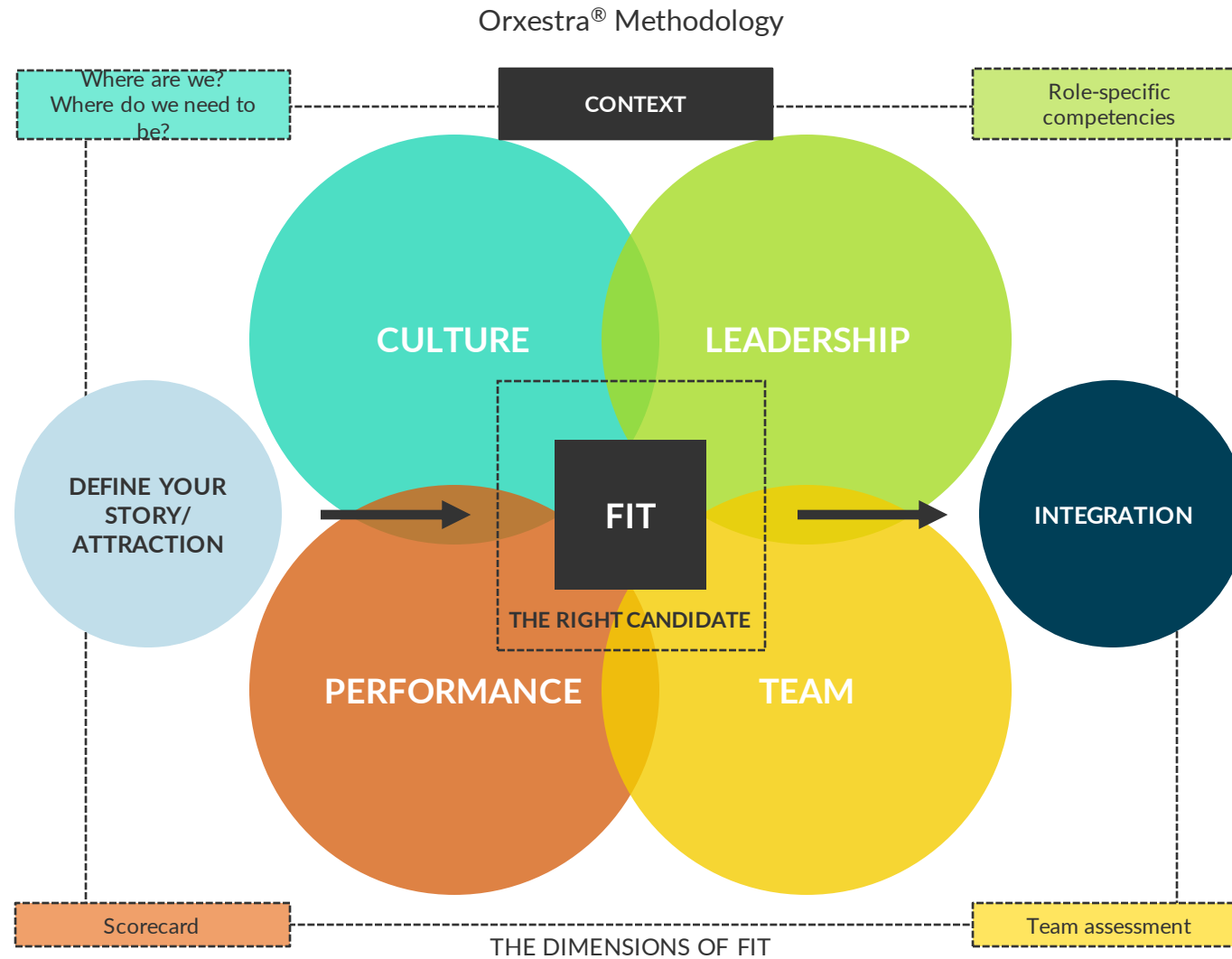
5. Build a scorecard for the role. This, in turn, means flexing agreed financial outcomes against the four dimensions of value creation: market; operational, people; and social value.³

6. Necessitates (1) a meaningful (and organisation relevant) leadership model against which to enter into 'the leadership conversation'; and (2) the means to build ROLE SPECIFIC future-facing leadership competencies.⁴



1 From Myth, Magic, Mindset: a template for organization culture change (2008)
 2 See the Culture Workout process (2001/09)
 3 From Without Breaking Stride (2009)
 4 See New Role, New Reality (2000)
 5 See Leaders Must Lead! (2002)

Determining Fit



We differentiate from other Search firms by using the Orxestra® Methodology to assess the six dimensions of fit.


**Refer to Talent Acquisition Wheel*



ORXESTRA® INC.


Attraction – Orxestra[®] Why Do You Stay?

This insightful exercise enables TRANSEARCH to uniquely understand why the high performers stay with an organisation. We are able to use this information to be an authentic and inspiring ambassador when we speak with top prospective candidates. 'Why Do you Stay?' enables TRANSEARCH to articulate what the organisation's most talented people love (or not) about the business. This can also be used in developing insight into the organisation's talent retention status. Available as a face-to-face exercise or digitally.



WHY DO YOU STAY?

John O. Burdett




TRANSEARCH
YOUR WORLD PARTNER IN EXECUTIVE SEARCH

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7


The company's purpose is both clear and compelling



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15

Diversity and inclusion are a genuine priority



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25


High variety in the work. Never a dull day



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31

Every day I feel that I am truly part of a great team

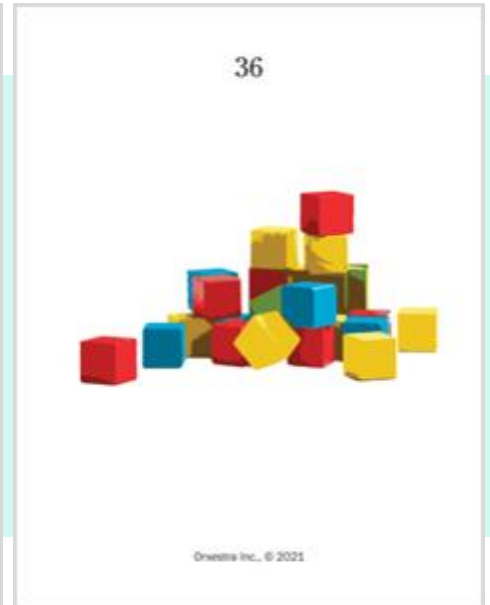
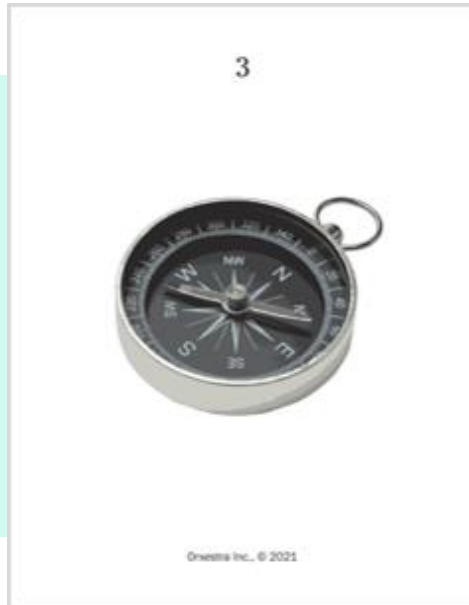
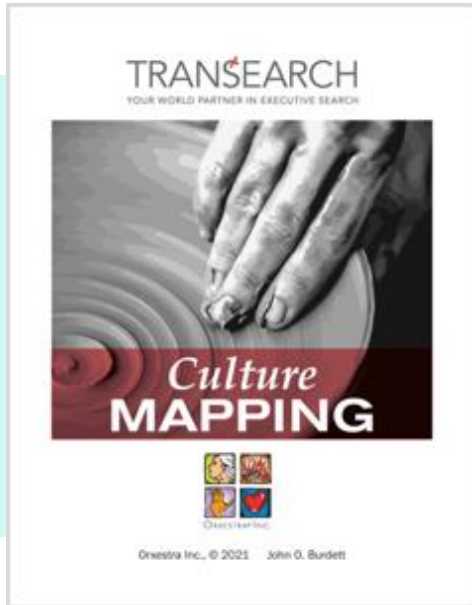


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Available as a face-to-face
exercise + digitally

Orchestra[®] Culture Mapping

The Culture Mapping exercise helps to define and encourage conversation around both the current and aspirational perceptions of the organisation's culture. This simple and straightforward approach uses imagery to create a unique culture conversation. Ideal for a board search or for a role in an organisation where the culture challenge is easy to grasp. For more complex situations TRANSEARCH does have more advanced culture measurement tools available.



Available as a face-to-face exercise + digitally

Orchestra® Leadership Competencies

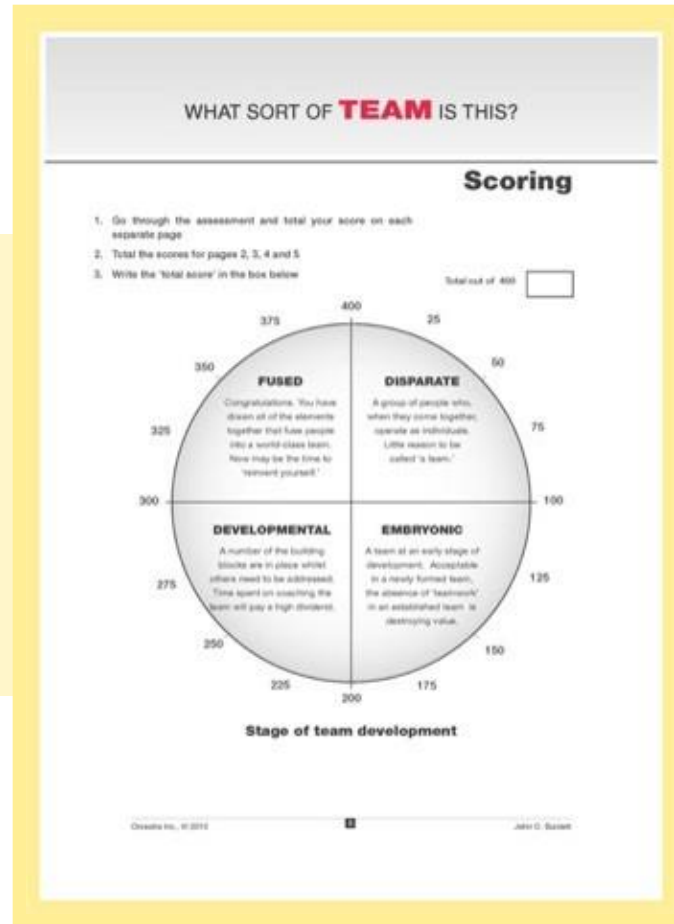
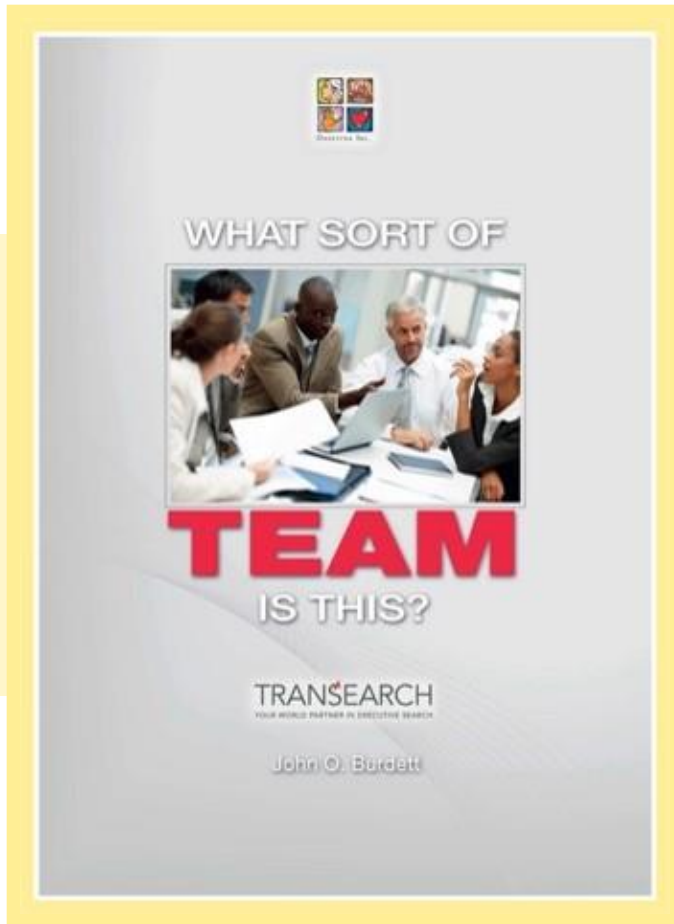
The Leadership Competency exercise is based upon 4 fundamental areas of leadership that span all industries and functional sectors: The Head (thinking), The Hand (executing), The Heart (engaging) and The Spirit (inspiring). We are able to ensure leadership balance because we focus on all 4 areas. This exercise enables us to have a rigorous and rich conversation with our clients, that drives consensus on non negotiable leadership competencies and deliverables, for the role in question.

<p>THE HEAD</p>  <p>DIRECTION</p>	<p>THE SPIRIT</p>  <p>DAY-TO-DAY DIALOGUE</p>	<p>DIRECTION</p>  <p>6. ENTREPRENEURIAL MINDSET Recognises opportunity before others. Innovative. Always seems to find creative solutions. Inspires. Persistent. Draws outstanding talent to the team. Has a highly attuned sense of risk management. Fails fast and moves on.</p>	<p>DELIVERY</p>  <p>27. BRAND MANAGEMENT Works on the belief that brand is about Better Results And No Disappointment. Strong in the appropriate aspect of branding: e-commerce, digital, service, packaged goods and/or business to business. Recognises that, ultimately, the organization's culture is the brand.</p>	<p>DEVELOPMENT</p>  <p>44. VALUES-DRIVEN Lives the organization's values. Demands no less of members of the team, other managers and even senior executives. Stands up. Speaks out. Separates those on the team who don't live the values. Makes decisions with the organization's values in mind.</p>	<p>DAY-TO-DAY DIALOGUE</p>  <p>57. SUSTAINABILITY Insightful, creative, knowledgeable and experienced in all things to do with sustainability. Has a track record of delivering the three Ps: people, productivity and the planet. Links sustainability to competitive advantage. Knows the current and pending legislation. Entrepreneurial.</p>
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Available as a face-to-face exercise + digitally

Orchestra® What Sort of Team is This?

Prospective candidates often ask questions about the Team they are being asked to join. This questionnaire allows TRANSEARCH to define the level of maturity and effectiveness of the Team. It also provides 10 tips on building a great TEAM and it gives an overview of key roles that 'balanced leadership teams' need in order to thrive. Team members are represented by these six key roles, although not necessarily by virtue of their title or job function.

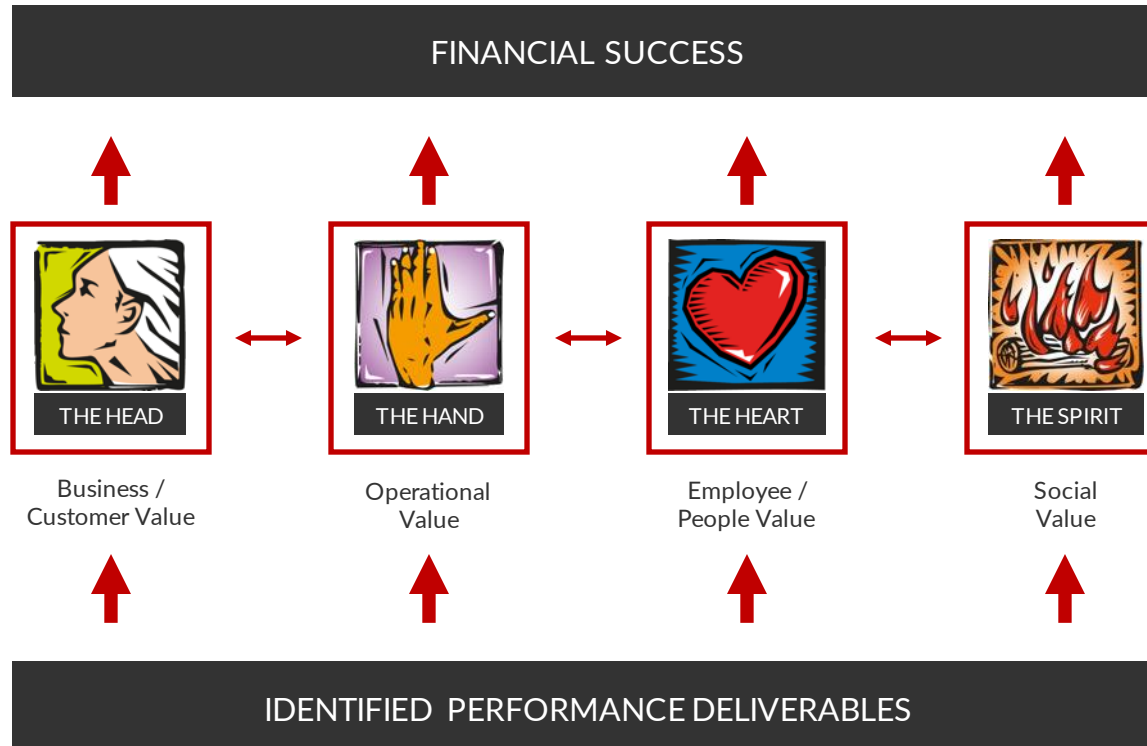


THE SIX ESSENTIAL TEAM ROLES	<input checked="" type="checkbox"/> Visionary	<input type="checkbox"/> Explorer	<input type="checkbox"/> Pioneer	<input type="checkbox"/> Warrior	<input type="checkbox"/> Navigator	<input type="checkbox"/> Maverick
Team role	Outlines tomorrow's possibility	Commercial savvy	Source of breakthrough ideas	The drive to deliver	Provides the map for the journey	Challenges the status quo
Unique contribution	Identifies patterns in the marketplace others miss	Insight into how the business makes money	Moves the team beyond "the problem"	Generates revenue	The "soft" issues in culture	Not just someone who complains. Has valid suggestions
Mastery	Inspires a deep-rooted commitment to the journey	The art of the deal	Intuitively knows what works	Builds lasting relationships	Excellence in coaching others in how to coach	Asks truly great questions
Dominant leadership trait	Visual language (imagery)	Shapes the winning value proposition	Driven to reinvent what's possible	Durability	Bridges the "thinking" organization with the "doing" organization	Mental toughness
Critical leadership skill(s)	Builds meaning for those involved	"Street smart"	Keeps it simple	Maintains high energy level	Judge of talent: knows when and how to confront those in power	Candour
What you notice first	Authenticity	Knowledge of the market place	Is quick to accept and build on the ideas of others	Undeniable passion to win	Use of language, metaphor, storytelling	A willingness to discuss the undiscussable

Available as a PDF + digitally

Orxestra® Performance Scorecard

Whilst building the scorecard we explore the big picture or wider context; how the business makes money; and the ways in which the new role delivers value – all underpinned by the organisation’s values. By using the Orxestra® Methodology, we identify deliverables linked to four areas of value creation: (1) Creating business/customer value (the Head); (2) Creating operational value (the Hand); (3) Creating employee value (the Heart); (4) Creating societal value; (the Spirit). In turn, these value drivers help to answer the key question of “Where does the leader in question focus their energies to deliver the agreed financial targets?”.



Interactive exercise



Summary

- TRANSEARCH has the industry knowledge and global network, search expertise and objectivity that will make a significant difference in identifying outstanding individuals for your organisation.
- TRANSEARCH is uniquely positioned to apply the group's industry leading methodology in order to source the best local talent for our clients.
- We will provide, through one main contact person leading the project team, the dedicated focus and creativity that is needed to help ensure that properly motivated and technically talented individuals are recruited.
- Our track record of success speaks for itself; this, supported by TRANSEARCH's unique office support infrastructure and global project teams, allows us to work collegiately utilising all of our assets to service your requirements in a commercially sound and delivery centric manner.





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