

Executive Search

Review



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RECRUITING BUSINESS UP NINE PERCENT AS U.S./AMERICAS REGION REVS ITS ENGINE

For the third year in a row the top recruiting firms in the U.S./Americas region posted a nine percent growth rate, accounting for the bulk of the worldwide talent acquisition market. So flush is business in the U.S., this year's **HSZ Media** ranking was expanded from 25 to 40 search firms. "We benefited heavily from the surge in the U.S. economy beginning last January (2013) and that accelerated from July onward," said Clarke Murphy, CEO of **Russell Reynolds Associates**. Finding talent for its expanding roster of global energy and private equity clients, and making an investment three years ago in the explosive business of hunting down digital leaders for clients, was "pivotal to our success," he added.

But finding talent is not getting easier for recruiters. Talent acquisition clients are demanding more, in shorter time frames, in an increasingly expansive – and competitive – universe. "This business has never been tougher to execute," said Mr. Murphy; nearly all of his recruiting chief executive rivals acknowledged the same. "Given increased competition from a variety of sources," said **ON Search Partners'** co-founder Tim Conti, "executive search firms must justify their existence through search results that cannot be duplicated by social media sources or internal recruiting teams." Like other professional service providers, he added, "recruiters must continue to strive for improved efficiency as competition heats up." ON Search, specializing in cutting edge sectors like energy and clean tech – and a new addition to the "Top 40" – grew 28 percent last year by recruiting primarily for

(continued on page 3)

TOP 10 U.S./AMERICAS SEARCH FIRMS

Firm	Revenue (\$ millions)	Percent Change	Number of Consultants
1. Korn Ferry ^a	\$572.0	+22.0	322
2. Spencer Stuart ^b	381.2	+ 4.2	185
3. Heidrick & Struggles	256.7	+ 1.0	154
4. Russell Reynolds Associates ^c	230.0	+ 8.0	115
5. Egon Zehnder ^d	209.0	+ 9.4	85
6. DHR International	155.0	+10.7	127
7. CTPartners	90.7	- 0.3	108
8. Witt/Kieffer	53.2	+21.0	85
9. Caldwell Partners International ^e	33.8	+ 3.4	34
10. Diversified Search	29.0	+ 4.5	45

a) February 1, 2013 – January 31, 2014 b) As of 9/30/13 c) Fees without allocated cost recoveries
d) As of 10/31/13 (HSZ Media estimate) e) As of 8/31/13

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LETTERS TO THE EDITOR

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

Mail: HSZ Media, LLC
19 Stanwich Lane
Greenwich, CT 06830 USA

Telephone: (203) 252-7302

Website: www.hszmedia.com

REPRINTS OR ADVERTISING

For reprints or advertising, call (203) 252-7302 or send an email to chris@hszmedia.com.

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Publisher: Christopher W. Hunt
Executive Editor: Scott A. Scanlon
Editor-in-Chief: Dale M. Zupsansky
Senior Managing Editor: Stephen Sawicki

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PRODUCTIVITY REPORT

Recruiting Business Up Nine Percent (continued from page 1)

positions that were newly created (versus replacement searches), indicating that clients are investing in their businesses.

John Marshall, CEO and founder of private equity recruiting specialist **JM Search**, said that most of the industry disruption he sees is occurring for search assignments below the C-level. But he does agree with Tim Conti that as access to information, and talent, is democratized through sources like **LinkedIn**, the importance of recruiting expertise is emphasized more. "Companies are more likely to engage search firms for key roles and difficult searches for positions they need to fill ASAP," he said. "I think the industry

realignments benefit smaller search firms and pose threats to the larger firms that have traditionally relied on their network and junior search consultants to execute assignments." This might explain why the larger recruiting outfits are moving toward offering tangential talent and leadership services beyond search.

If you're **Korn Ferry**, that might not be a bad strategy. The firm grew enormously in the U.S./Americas region in 2013; revenues were up 22 percent after a previous year in which the firm hardly grew at all. Cultural dexterity is the new skill set Korn Ferry's CEO, Gary Burnison, said his recruiters seek more often now in senior level

job candidates. "It's no more about finding *that* person, but finding out *who* that person is." To do this, Korn Ferry can unleash all sorts of talent management services on its clients – who seem to be responding by delivering their business on the doorstep of the nation's No. 1 recruiter.

The Top 40 firms enjoyed, collectively, nearly \$2.3 billion in executive recruiting and related services fees in 2013. With few exceptions nearly every firm reported positive gains; 35 percent reported double digit increases and 10 firms reported growth rates of 20 percent or more. All in all, it's been a spectacular run for recruiters in recent memory.

TOP 40 U.S./AMERICAS SEARCH FIRMS

Firm	Revenue (\$ millions)	Percent Change	Number of Consultants	Number of Offices	Managing Director and Telephone
1. Korn Ferry	572.0	+ 22.0	322	38	Gary D. Burnison (310) 552-1834
2. Spencer Stuart	381.2	+ 4.2	185	24	Kevin Connolly (312) 321-8326
3. Heidrick & Struggles	256.7	+ 1.0	154	17	Tracy Wolstencroft (312) 496-1200
4. Russell Reynolds Associates	230.0	+ 8.0	115	17	Clarke Murphy (212) 351-2000
5. Egon Zehnder	209.0	+ 9.4	119	19	Grieg Schneider (617) 535-3500
6. DHR International	155.0	+ 10.7	127	37	Geoffrey Hoffmann (312) 782-1581
7. CTPartners	90.7	- 0.3	108	14	Brian M. Sullivan (212) 588-3500
8. Witt/Kieffer	53.2	+ 21.0	85	17	Charles Wardell (630) 990-1370
9. Caldwell Partners International ^c	33.8	+ 3.4	34	9	John Wallace (416) 920-1370
10. Diversified Search	29.0	+ 4.5	45	8	Judith von Seldeneck (215) 656-3550
11. Kaye/Bassman – Sanford Rose Associates	28.0	+ 21.0	81	50	Jeffrey T. Kaye (972) 931-5242
12. Major, Lindsey & Africa	20.2	+ 5.2	46	18	Simon Robinson (877) 482-1010
13. Isaacson, Miller	19.8	+ 8.2	75	3	Elizabeth Ramos (617) 262-6500
14. Herbert Mines Associates	19.4	+ 19.0	10	1	Harold D. Reiter (212) 652-0345
15. Crist Kolder Associates	15.0	+ 0.0	3	1	Peter D. Crist (630) 321-1110
16. Morgan Samuels	14.1	+ 42.4	25	10	Bert Hensley (310) 205-2200
17. SPMB	13.5	+ 26.2	10	1	Dave Mullarkey/Andy Price (415) 924-7200
18. JM Search	13.0	+ 20.0	25	3	John Marshall (610) 964-0200
19. Ferguson Partners	10.0	+ 8.0	8	5	William Ferguson (312) 368-5040
20. Slayton Search Partners	9.3	+ 8.1	12	1	Richard Slayton (312) 706-7898
21. ON Search Partners	9.0	+ 28.0	9	5	Shawn Oglesbee (440) 318-1006
21. Reilly Partners	9.0	+ 3.4	10	1	Robert Reilly (312) 781-9020
23. Odgers Berndtson	7.9	+ 4.6	8	4	Steven B. Potter (212) 972-7287
24. Charles Aris, Inc.	7.7	+ 8.5	26	1	Chad Oakley (336) 378-1818
25. Bench International	7.6	+ 8.6	9	2	Denise DeMan (310) 854-9900
26. Howard Fischer Associates	7.2	- 5.4	11	3	Howard Fischer (215) 568-8363
27. Battalia Winston	7.1	- 10.1	15	6	Dale Winston (212) 308-8080
28. Calibre One	6.9	+ 9.5	6	3	Tom Barnes/Dan Grosh (415) 904-0661
29. Chartwell Partners	6.6	+ 3.0	6	3	R. Stuart Bush (214) 269-1907
30. Parker Executive Search	6.5	- 8.0	13	1	Dan Parker (770) 804-1996
31. Kensington International	6.3	+ 1.6	8	3	Brian G. Clarke (630) 590-6330
32. Pearson Partners International	5.5	+ 7.8	11	4	Keith Pearson (214) 292-4130
33. North Line Partners	5.2	+ 30.0	9	1	Bradley J. Holden (847) 386-7190
34. Hanold Associates	4.9	+122.7	11	4	Jason Hanold (847) 332-1334
35. Taylor Winfield	4.2	n/a	6	3	Connie Adair (972) 392-1400
36. Daubenspeck & Associates	4.1	+ 38.0	1	1	Kenneth Daubenspeck (312) 297-4100
37. Martin Partners	3.2	+ 8.0	1	3	Theodore Martin (312) 922-1800
38. Lochlin Partners	2.6	n/a	4	1	Patrick Friel (703) 584-3210
40. Coleman Lew & Associates	2.1	+ 10.0	5	1	Charles E. Lew (704) 377-0362
40. The Human Capital Group	2.1	+ 4.0	7	4	Steven Hayes (615) 371-0285

a) February 1, 2013 – January 31, 2014 b) As of 9/30/13 c) Fees without allocated cost recoveries d) As of 10/31/13 (HSZ Media estimate) e) As of 8/31/13

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JM Search is the premier executive search firm serving private equity-backed businesses in North America.

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VIEWPOINT



Jason Hanold

With retained executive search fees still holding at a steady one-third of estimated first year compensation and with major companies trimming large sums from their recruitment budgets, there is a growing trend by scores of public and private companies in the U.S. to turn inward and hand the recruitment reins over to in-house search professionals who are increasingly charged with tapping talent at more senior-level positions traditionally reserved for their external search partners.

One search firm helping to lead these in-house efforts for companies is Hanold Associates. In the following interview, Jason Hanold, the firm's managing partner, discusses this emerging trend and why companies are increasingly turning to his firm to identify and recruit talent acquisition professionals, at record numbers, to spearhead internal recruiting initiatives for their companies. Prior to founding Hanold Associates, Mr. Hanold was managing director with Russell Reynolds Associates, where he led the firm's human resources officer practice.

Q & A

RECRUITING SPECIALIST DISCUSSES THE EMERGENCE OF IN-HOUSE RECRUITING

ESR: *The HR departments of many companies today are reporting an uptick of hiring an internal recruitment professional whose responsibility it is to identify and recruit candidates for the company. Do you consider this a growing trend?*

Hanold: We have been seeing a definite rise in in-house recruiting and the continuation of a trend that started well over a decade ago. It has really gained traction in the last few years as HR departments and HR officers are witnessing major changes to the landscape in the hiring market.

ESR: *When did companies begin to see the advantages of in-house recruiting and how much has this increased in the last five to 10 years?*

Hanold: In-house recruiting began to take hold in the early to mid-1990s within organizations with large-scale hiring needs. These are companies that did lots of hiring and tended to be at the leading edge in terms of how they were thinking about staffing and bringing talent into their organizations. The industries where this was most prominent at that time were financial services, banking, technology and consulting & professional services for the most part.

ESR: *What was it about those industries that fostered this type change?*

Hanold: In professional services and financial services, for example, these organizations tended to employ more sophisticated recruiting techniques and approaches and they therefore had to scale to accommodate the volume of hiring they were doing as they were growing. And in-house recruiting was also the result of the growth in technology, such as ERP systems; remember, in the early and mid-1990s the Internet was in its infancy.

ESR: *What has happened in the last five to 10 years? Why is this now enveloping the industry?*

Hanold: In the last decade organizations have become far more sophisticated than ever before and the caliber of people they have within their HR function have become more savvy about people issues in their organizations. It is not only the HR officer becoming more knowledgeable about the broader business but it is the entire leadership within companies who are becoming more knowledgeable, especially in the areas of hiring -- particularly in how they ought to be thinking about it and approaching it. Senior leadership is really placing a premium on people and, as a result, they are thinking to a much greater degree about how they should be leveraging their internal assets to make that happen.

ESR: *If you had to put a percentage on how much of an increase there has been in in-house recruitment where might you peg that?*

Hanold: There is a 65 percent increase in the number of organizations that have a more sophisticated in-house recruiting capability than what there was 10 years back.

ESR: *Is the director of recruitment or the in-house recruitment professional in charge of hiring generally someone who is currently employed by that company or are they typically brought in from the outside?*

Hanold: It is typically a recruitment professional who has been brought in as a fulltime employee and member of the internal HR team. For the last five, six, seven years now companies have been seeking in-house recruiters who possess the requisite skills particularly in the area on how to close senior level candidate assignments. Today, companies generally have solid in-house recruiters who are quite skilled. And as internal hiring needs have become more senior and C-level

el the internal recruiters now occupying the seat have that level of experience and expertise. In-house recruiting teams are handling those types of positions as well today. This is a growing phenomenon.

ESR: *Since the level at which in-house recruiters has moved up-stream are companies tapping executive search consultants or would this be a human resource professional or talent acquisition leader at another company who has been doing this for his or her company?*

Hanold: We see both but the process is becoming far more sophisticated today. To give you some background: five years ago companies wanted one individual with executive search experience to spearhead the company's in-house recruitment efforts. Today, a company hiring a professional into this role might not be seeking someone with a talent acquisition background but rather someone who has broader knowledge about the industry the company serves. These might be credible leaders in a particular function or industry but their key attribute is that they know how to assess talent from their expert lens of knowledge. Then the actual sourcing component becomes the responsibility of a more junior person.

ESR: *So this overall function of having an in-house recruiter can often be made up of teams of people then?*

Hanold: Correct and often times it is. Today's model consists of executive recruiting teams and, depending on the size of the company, they may range from four people to around 10. They handle executive level recruiting in a group that might include the director, senior directors, and vice presidents across the entire enterprise. A common model is one that almost replicates an executive search firm structure where you might have a junior researcher and then a lead recruiter who is the more seasoned professional who is actually making those outbound calls and assessing prospects. In the case of Nike and Deloitte, for example, they know their industry well and what "culture fit" means

for their respective organizations. They are relatively structurally flat organizations where each recruiter is responsible for full recruitment lifecycle process.

ESR: *Are there specialties within the in-house recruiting function?*

Hanold: Yes, when companies scale the in-house recruiting function it allows each of their internal recruiters to be more specialized. And this seems to be mimicking the trend we see of talent acquisition professionals today preferring specialist recruiters over their larger rivals.

ESR: *If you had to look at a certain average position compensation or functional level that internal recruiters would be responsible for, what would that be and has this increased as the trend has increased?*

Hanold: Yes, as the sophistication of the in-house recruiting function has become more enhanced, there is an organizational thirst for the in-house recruiter to do more senior-level recruiting at the VP level and above. A decade ago, there was more of a push to focus on the director and manager levels within a company, and then to outsource the lower levels through an RPO process and the senior levels to executive search firms. Today, RPO firms handle both lower and mid-level positions while the in-house recruiting team focuses on the more senior level roles to off-set the higher cost of executive search fees.

ESR: *External search providers have developed a very substantial network of candidates through years of recruiting and working with dozens or even hundreds of companies -- how are in-house recruiters able to replicate what their external counterparts have been able to effectively do for years?*

Hanold: The tools and technologies are vastly different today, allowing for relationship networks to be established much more quickly than in the early days of executive search. When a company wanted to recruit an executive 20 years ago, they relied on the relationships of seasoned executive re-

cruiters. Those executive recruiters spent all of their time networking and meeting folks, building one relationship at a time. We didn't have the internet or e-mail or social networks to tap into from their desktop computers – in fact back then they didn't even have desk top computers! They simply had a phone book and a golden rolodex – that was their value proposition. It has changed so much and now it doesn't take a career or at least a half of a career to build an extensive relationship for those who seek to leverage connections - whether it be via social media or what have you. So today if you are representing a great organization and you are sitting in-house, you are probably pretty passionate about where you are, who you represent, passionate about the culture – and it is therefore easy to convey that enthusiasm to someone who you have just met.

ESR: *So what you are saying is that technology and the other resources that are at the disposal of in-house recruiters allows them cast a wider net and essentially do as an effective job.*

Hanold: That's right. It's market transparency. The talent used to be local and now technology allows us to see who is out there across geography.

ESR: *An obvious reason to bring the recruitment function in-house is to save on fees. But what are some other considerations for developing this function in-house and how is this really helping to streamline the process?*

Hanold: The most important consideration is understanding cultural fit to the company. If one is living and working in an organization every day, one knows the culture better than any external search partner. When insiders are immersed with all of the business leaders, not just those in HR, they understand culture fit. So this understanding of cultural fit is as important a reason to consider in-house recruiting as cost savings. Executive search consultants can be great at this as well, no question, but it depends on how well skilled they are at assessing the cultural nuances of a company.

IN THE NEWS

RECRUITER ROUNDUP

...**Newhouse + Noblin**, an executive search firm that specializes in placing attorneys, has expanded its recruiting services with the addition of Claire Hetherington Darr, a former fund attorney. Ms. Darr will lead Newhouse + Noblin's financial services recruiting division.....For the fourth year in a row senior executives who changed jobs last year received compensation increases that topped 16 percent, reports retained executive search firm **Salveson Stetson Group**. The increases were above the 11 percent that was typical during the recession, but nowhere near the 25 percent increases in the two years before the recession began in 2008. "This data points to a continued – albeit slow – recovery of the job market," said John Touey, principal at Salveson Stetson. "But it also demonstrates that companies are still in the driver's seat with the ability to leverage the high unemployment rate to get a deal on talent.....MGP Ingredients, Inc. has hired **Heidrick & Struggles** to search for its new CEO. MGPI terminated Tim Newkirk as CEO in December without cause as part of a settlement agreement with the Cray Group, which includes members of the company's founding Cray family. "We are very excited to move forward with this key step in the process of finding the right CEO to lead our company," said Cloud L. (Bud) Cray, MGPI chairman. "The board has great confidence in the capabilities of Heidrick & Struggles and is pleased to have been able to engage this highly regarded firm to assist us." Kelley Lang, associate principal, and Torrey Foster, regional leader-Americas, are leading the search....."What are the qualities in senior executives that leaders most value? According to the findings of the **IIC Partners'** 'Global Succession Planning Study 2014' by their India partner, **Athena Executive Search & Consulting**, 61 percent of top leaders in India prefer a senior executive who could motivate and inspire others more than they desired an executive who consistently performed well...

KORN FERRY NEARS \$1 BILLION IN REVENUE; ZEHNDER SEES PAST EUROPEAN 'CRISIS'

With a stunning year of growth under its belt, **Korn Ferry** is now poised to be the first executive search firm to break the billion dollar mark. It has been an impressive transformation-in-the-making at the world's largest publicly-traded talent provider in recent years – whose core business now encompasses C-suite and middle management recruiting, leadership strategy, succession planning, talent assessment, leadership and employee development, onboarding, recruitment process outsourcing and inclusion consulting. Once derided for offering an unwieldy hodge-podge of talent offerings, Korn Ferry has effectively built a streamlined talent conveyor belt integrating an elixir of human resource solutions for thousands of corporate customers around the globe.

More than 80 Korn Ferry offices contributed to the firm's nearly 20 percent global revenue spike last year. In just a decade, Korn Ferry has tripled its size – from \$323 million to \$936 million. What's changed in the last 10 years is demand. Every business enterprise, from corporate behemoths to pint-sized outfits, now seeks a competitive edge through its people. With employee acquisition & development viewed as a strategic management tool and not just a human resource initiative, Korn Ferry has positioned itself at the center of corporate business planning. "In today's environment,

global organizations must create growth opportunities that far outstrip the potential of the global economy – ultimately through people," said CEO Gary D. Burnison. "Validated by our results, Korn Ferry's capabilities are being increasingly embraced by clients to unlock growth through talent."

At the other end of the global growth spectrum last year was **Egon Zehnder**. It was the only "Big Five" search firm to post negative results (down two percent, to \$634 million). Dragged down by anemic hiring across Europe, Zehnder's largest market, the firm looked to emerging markets for growth. But business there stalled in 2013, leaving some to wonder if Zehnder had overreached in places not yet mature enough to sustain such a bet. But like its rivals, Zehnder benefited from a surge in the U.S. economy that started just as the year began and accelerated from July onward. This improved their overall results. "Our global platform has never been stronger," said chairman Damien O'Brien. "We are very excited about the future."

Despite somewhat sluggish overseas markets, as a group the "Big Five" did reach a new milestone in 2013: they collectively harvested just over \$3 billion in total global revenue. The five largest international leadership advisory firms were up nearly seven percent for the year.

"BIG FIVE" INTERNATIONAL SEARCH FIRMS

Firm	2012 Revenue (\$ millions)	Percent Change	2011 Revenue (\$ millions)
1. Korn Ferry ^a	\$936.0	+20.0	\$783.0
2. Egon Zehnder ^b	634.0	- 2.0	649.2
3. Spencer Stuart ^c	629.5	+ 2.2	616.2
4. Heidrick & Struggles	462.0	+ 4.1	443.8
5. Russell Reynolds Associates ^d	443.0	+ 5.2	421.9

a) February 1, 2013 – January 31, 2014 b) As of 10/31/13 c) As of 9/30/13
d) Fees without allocated cost recoveries

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ON THE HUNT

CHICAGOLAND TOP 40: KEY U.S. RECRUITING MARKET IS BOOMING

Next to New York and London, Chicago and its surrounding environs – commonly referred to as “Chicagoland” – has thrived for decades as one of the most important global recruiting hubs in the talent acquisition field. But an unusual and fairly recent confluence of factors is making it a true standout in the ever-expanding race to find a new generation of corporate leaders. Hundreds of recruiters, specializing in every conceivable sector and industry function, now call Chicago home. Based on interviews with local talent acquisition professionals and executive recruiters located throughout the city, **HSZ Media** has assembled “Chicagoland Top 40” – an assemblage of Chicago’s best rated talent firms based on local market reputation. (See accompanying Table, page 10).

Not surprisingly, four of the nation’s “Top 10” talent providers – **Spencer Stuart**, **Heidrick & Struggles**, **DHR International** and **Witt/Kieffer** – are headquartered here, underscoring the importance of Chicago’s central location in North America. The city acts as a key bridge between New York and London to its east, and the U.S. West Coast and Asia to its west. For years Chicago has been a melting pot of industries, known as a nerve center for manufacturing and industrial conglomerates as well as private equity firms and financial institutions. Northern Trust and Discover set up large corporate headquarters here years ago, and Kraft, Sears, Allstate, McDonalds, Sara Lee and numerous other Fortune 500 companies have been here for ages. Foreign companies have been lured here, too: those with a major presence in Chicago include Unilever, BMW, AON and Nestle.

But aside from its critical location and traditional business base, Chicago’s grow-

ing status as a world class talent hub is the result of a hiring boom at both ends of the talent spectrum: young, up-and-coming technologists who see the world, from their perch in Chicago, in distinctly unrestricted ways and aging baby boomers seeking second or third careers – and financial planning advice as they advance.

“The city acts as a key bridge between New York and London to its east, and the U.S. West Coast and Asia to its west.”

First up, the technologists: In the last five to 10 years the city of Chicago has made a big push to attract technology firms. Groupon set up shop here in 2010. Since then hundreds of small tech start-ups have marched in – last year alone a record 193 tech companies were spawned in and around Chicago (five times as many as in 2008) – updating Chicago’s famous moniker to one better suited to the 21st century: Silicon Prairie. For executive recruiters based here it has meant a boom in business. Then there are the aging baby-boomers – many searching for new career opportunities, and investment guidance. “There is a significantly large population of baby boomers in the Midwest beginning to age now,” said Jeremy Cepin, president of **Koltin Consulting Group**, a search firm specializing in financial services. According to Mr. Cepin, investment advisers like Chicago-based Cetera are addressing their needs in the form of private wealth and estate planning services to meet demand, while a new wave of financial providers is leveraging growth in this sector while tending to the younger generation’s fiscal needs.

It all means one thing for talent management professionals based in Chicago: more business. And as Chicagoland companies build out their management ranks the need for more than just recruiting services is on the rise. Succession planning advice is on the upswing, and many companies, logically, are turning to their search providers for counsel. Recruiting firm **James Drury Partners** is one such outfit helping companies beyond their recruitment needs. “We are literally living in this space,” said firm president and founder, James Drury, who said his firm is working with at least 20 Chicago-based clients whose boards are engaged in all sorts of succession initiatives. Mr. Drury predicts his firm’s board practice will double this year alone.

All this makes Chicagoland one of the fastest growing recruiting regions anywhere. Scores of recruiters have moved in since the downturn of 2007-2008, and these consist of boutiques and specialists too voluminous to list. But a number of them made this year’s Chicagoland ranking, including two **Russell Reynolds Associates’** spinoffs – HR function specialist **Hanold Associates** and medical technology sector specialist **One80** – and **Cavoure Partners**, founded by former recruiters from Russell Reynolds Associates, **Boyden** and **Heidrick & Struggles**. Firms that have maintained headquarters here, and that are nationally recognized as part of this year’s “Top 40” ranking, include CFO and small-cap CEO specialist **Crist | Kolder Associates**, C-suite recruiters **Ferguson Partners**, legal search providers **Major, Lindsey & Africa**, industrial and consumer products specialist **North Line Partners**, and generalists **Daubenspeck and Associates**, **Kensington International**, **Reilly Partners**, and **Slayton Search Partners**.

ON THE HUNT

CHICAGOLAND TOP 40 SEARCH FIRMS

Allerton Heneghan & O'Neill – Oak Brook
Type: Generalist Contact: Donald A. Heneghan
Consultants: 4 (630) 645-2294

Battalia Winston – Chicago
Type: Generalist Contact: Susan Medina
Consultants: 4 (312) 704-0050

Boyden – Chicago
Type: Generalist Contact: Richard McCallister
Consultants: 6 (312) 565-1300

Callan Associates, Ltd. – Oakbrook Terrace
Type: Generalist Contact: Robert M. Callan
Consultants: 6 (630) 574-9300

Carrington & Carrington – Chicago
Type: Generalist Contact: Willie Carrington
Consultants: 3 (312) 606-0015

Cavoure Advisors – Chicago
Type: Consumer/Industrial Contact: Daniel E. Kepler
Consultants: 4 (312) 957-4150

CES Partners – Chicago
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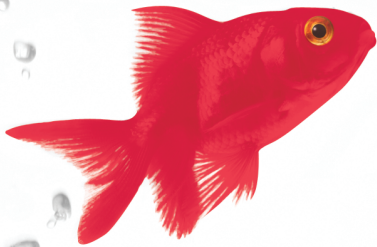
RECRUITER ROUNDUP

...The East Haddam (CT) Board of Education has begun its search for a new school superintendent. The search, to be conducted by a superintendent search consultant from **Cooperative Educational Services Executive Search Services**, is expected to end in June with the selection and appointment of a new district leader.....The Western Collegiate Hockey Association (WCHA) has selected Bill Robertson as the new commissioner of college for the conference. Daniel Parker of **Parker Executive Search** conducted the assignment.....At a special meeting recently the Haines Borough School District board in Juneau, Alaska unanimously decided upon Washington state-based executive search firm **Ray and Associates** to lead the search for its new superintendent. Steve Rasmussen and William Newman will spearhead the search..... Thomas J. Fuller, CEO & managing partner of **Epsen Fuller Group**, will be featured this year at the National Association of Corporate Directors (NACD) Small-Cap Forums in San Antonio in April and San Francisco on July 17. Mr. Fuller will be speaking about "Building a High Performance Board" for small-cap companies and how that can be a significant strategic advantage. Mr. Fuller said: "We all know that recruiting the right boardroom talent is crucial. Small-cap companies have particular challenges in this area because they have to compete with larger companies for that talent, with fewer resources at their disposal"..... The American Technion Society (ATS) has named Jeffrey Richard, former VP of development for Columbia University to become the organization's new executive vice president and CEO in May, following a nationwide search conducted by **Korn Ferry** senior partner Ann Kern.....After conducting a nationwide search led by healthcare recruiter, **B. E. Smith**, Mercy Medical Center in Cedar Rapids, IA, has hired Nathan Van Genderen as chief financial officer. Mr. Van Genderen assumed his new duties at Mercy Medical Center on April 1. Kathy Noland, vice president of senior executive search for B. E. Smith who conducted the CFO search, said: "Nathan's healthcare experience and communications style were a perfect fit"...

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