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Executive Search & Board Advisory

HEADHUNTERS HIGHLIGHT SOME ATTRIBUTES COMPANIES LOOK FOR IN POTENTIAL CEO'S



" Superhuman effort isn't worth a damn unless it achieves results "

Sir Ernest Shackleton

Blenheim Partners Executive Search firm counsels many leading companies and suggest that with the market disruption and innovation, some things never change when it comes to some of the qualities companies look for in leaders.

Qualities that companies look for include:

Presentation

Leaders need to look the part. Whether it is politically correct or not, it is human nature and, whilst it might sound a little superficial, first impressions are critical.

Dress well, be well groomed. Have a good smile and handshake and walk with purpose. Standing up straight, making eye contact and walking leaning slightly forward signals confidence and the ability to engage. Dress for the part. If it's the defence forces, if it's a technology, financial services, or a media company, appear as if you fit the group, and most importantly, appear as you can lead the group or industry. You are being viewed as the company ambassador. It all makes an impact, whether positive or negative, but it leaves an impression.

Expertise and Depth of Knowledge

Leaders should be across their business, their sector and their market. They need to have a deep understanding about the business from the product, the operations, the sales, to the customer experience and where they as a company sit in the local and global landscape.

Your understanding, insight and perspective is not tradeable, it is not a commodity, it is powerful and it differentiates you. Knowledge and expertise puts you either ahead or behind the others. It is developed by deciding that you want to make a difference, that is, you want to make an impact and leave a legacy. You will increase your understanding and gain respect by learning about your role, your company, your sector and your profession by reading books, reading reports about your competitors and talking to people in the market and exchanging information. Don't gossip, share and become well regarded and keep the level of curiosity high.

Leadership – Do you understand what it is?

Real leaders are concerned with their people and doing things for the right reason. They have true values, a strong moral compass and are comfortable with themselves.

The leader in simple terms gives, rather than takes, and creates success through their team and shares this success with their team. They understand the long term game, they don't take shortcuts, they pay the price, they have and expect high standards and treat people with respect.

The moment they lose sight of the team and others and become more self-important is when the fall begins.

Motivation

Motivation to succeed is critical, and ambition is expected, however, motivation to do well, to build a business for more than money, to make an impact and to create and share a vision is essential. One has to be happy with their work and life, and Boards look for leaders who can engage a broad set of people, who can motivate a team by more than discussing the share price or balance sheet. The leader needs to enthuse the organisation, they set the tone, they set the culture. Authenticity is key.

Blenheim Partners specialise in:

- Executive Search;
- Non-Executive Director Search;
- Board Strategy and Structure Consulting;
- External Succession Planning; and
- Executive Re-Engagement / Transition.

Founded in 2012, our team have acted as specialist adviser to many of the world's leading corporations on Board and Executive performance, capability and succession planning.

Our consultants have worked with clients from all sectors and a broad range of geographies. They include over 80 of the ASX 100, 10% of the FTSE 100, Private Equity, Multinational, Private Family and Mutually Owned Companies.

Our work includes assignments that are both local and international in scope.

Our team consists of senior Search Consultants, Human Resource Directors,

Psychologists, Coaches and exceptionally experienced Researchers.

Blenheim Partners is continually investing in knowledge and understanding as exemplified by our Thought Leadership "The Challenges of Attaining Growth", Industry Papers and monthly Market Intelligence reports.

Our philosophy is to develop deep and committed relationships with a select number of clients and help them deliver a superior performance by optimising the composition of their Board and Executive team.

Our culture is built on pride, professionalism, esprit de corps and client service.

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