

MEDIA & COMMUNICATIONS

Specialty Practice

Spencer Stuart's global Media & Communications Specialty Practice is built on the belief that a company's leadership requirements are a critical part of its strategy, and that executive search — both as an art and science — is best performed with an unwavering commitment to the long-term success of our clients. It is this view, along with our established and growing client base, that underpins our reputation as the firm of choice for senior media and communications assignments.

The single best predictor of a company's success or failure is the quality of its management team.

Our practice is unmatched in the industry. We hire only the most experienced professionals worldwide, who combine experience and judgment to accurately assess the dynamics of an executive's fit — the unique combination of industry qualifications, leadership style and cultural philosophy that will foster success for a client's entire organization. With proven experience in virtually every sector of the media and communications industry, our team of Media & Communications Specialty Practice consultants possess broad functional expertise as well as deep knowledge across a range of specialty sectors, including:

- > Advertising
- > Broadcasting
- > Cable
- > Entertainment
- > Internet Media
- > Marketing Communications
- > Marketing Services
- > Music
- > Publishing
- > Video Games

What differentiates us?

Industry leader. Spencer Stuart helps companies leverage one of their most important assets — leadership. With a proven track record of success, we place 4,000 senior executives each year whose skills reflect clients' long-term strategic goals and current business realities. Our emphasis is on outcome: the search solution's impact on client performance. We possess a deep understanding of what motivates and drives today's executives as well as insight into companies' leadership needs, honed by more than 45 years in the business.

Global access. Spencer Stuart has far-reaching access to a global network of talent through personal relationships with top executives and leaders. Our industry-leading candidate database and research tools enable unparalleled collaboration and knowledge sharing across the firm. For every assignment, we assemble the most capable team of consultants based on industry, region and functional expertise.

Commitment to quality. Our decision to remain privately held gives us the flexibility to meet client needs without the distraction of meeting the needs of external shareholders. This enables us to maintain the most rigorous client service standards in the industry. We stake our reputation on always operating with the utmost discretion and integrity, and never compromising our gold standard approach to serving clients.

Partnership approach. Each search is unique, but there is one factor common to all — they are built on relationships. At Spencer Stuart, we develop long-term relationships with clients who rely on us as a trusted partner for all of their leadership needs. Successful completion of a search does not signal the end of a transaction, but the next stage of a relationship.

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Spencer Stuart is the foremost privately held, global executive search firm, spanning over 50 offices in 25 countries worldwide. Since 1956, we have been providing clients with a range of human capital solutions, including senior-level executive search, board director appointments, strategic leadership services and mid-level executive recruitment. We conduct nearly 4,000 assignments each year, partnering effectively with clients ranging from the Fortune 500, to mid-cap, to emerging growth companies across a broad range of industries and sectors.

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