

Technology & Communications Practice Core Messages

Summary (details, proof points and endorsements follow)

People

Spencer Stuart consultants combine deep industry knowledge with the ability to match leadership qualities with client needs. Our placements deliver results that are rewarding for our technology clients as well as for the senior executive leader placed.

Experience

Spencer Stuart understands the dynamics of rapidly emerging technology markets and the unique leadership requirements of a rapidly evolving company at each stage of its lifecycle.

Access

Spencer Stuart has access to the network of leaders our clients need through our personal relationships with key executives and drivers in today's dynamic technology economy.

Business Benefit

Spencer Stuart builds a company's value by infusing it with the key ingredient for success – strong leadership.

Technology & Communications Practice Core Messages

People

Spencer Stuart consultants combine deep industry knowledge with the ability to match leadership qualities with client needs. Our placements deliver results that are rewarding for our technology clients as well as for the senior executive leader placed.

- Our consultants' expertise comes from their professional experience as successful leaders themselves within the high tech industry. Our deep knowledge in various technology niches includes areas such as wireless, optical, B2B infrastructure, CRM and supply chain management.
- Our consultants use their technology industry experience and judgement to assess the dynamics of an executive fit—the best combination of technical qualifications, leadership style and cultural philosophy that will spark success for an entire organization.
- The work that our consultants have done across the broad range of technology niches has allowed companies to advance their goals and enhance their standing in the high tech community.

Proof Point:

- Spencer Stuart's technology consultants possess significant leadership experience. Over half of the core group has been CEOs or C-level officers at high tech and VC-backed companies. Additionally, a large number have also held the role of President with emerging technology ventures.

Testimonial:

- On the CEO search for Red Herring Communications, Mr. Steve Brooks, Managing Director of private equity investor Broadview Partners and member of Red Herring's Board of Directors, commented that Spencer Stuart "managed the process with consummate skill," and provided not only "analytic business sense", but also offered up "the imagination, creativity, and sensitivity" needed to successfully execute the search."

Core Messages (continued)

Experience

Spencer Stuart understands the dynamics of rapidly emerging technology markets and the unique leadership requirements of a rapidly evolving company at each stage of its lifecycle.

- Spencer Stuart’s high tech specialty practice groups are passionately involved and knowledgeable in some of the most complex areas of the technology industry. Specialty practices and areas of expertise include:
 - Board Services for Emerging Companies
 - CIOs and IT Specialists
 - Communication Systems
 - Communication Systems
 - Computing Hardware, Systems and Peripherals
 - Internet Infrastructure
 - Professional Services & Systems Integration
 - Semiconductors, Equipment, and Components
 - Software
 - Venture Capital-Backed Companies and Partnerships
- From industry giants like HP to VC portfolio startups – each, respectively, on the cutting edge of technology – Spencer Stuart has transformed countless companies through our placement of strong, visionary leaders.
- Our consultants apply their deep knowledge on ever-changing market demands, along with an understanding of the unique leadership skills required, to successfully match the right leaders with the right tech companies.

Proof Points:

- Spencer Stuart annually conducts over 1000 senior management searches for high tech companies. In the 45 years spent matching C-suite and board executives with global technology leaders, we have helped build the technology leadership at established organizations such as HP, Cisco, and IBM, as well as emerging companies like NeuVis, the leader in Internet Rapid Application Development.
- We have significant experience placing the kind of visionary technology leadership that has and will transform companies, such as Stephen Bennett at Intuit, and recently, Terry Semel at Yahoo!.

Testimonial:

From Rick White, TechNet CEO: “This role really fits my background to a tee. And, throughout the entire process, the firm had both TechNet’s and my interest at heart. In fact, even after the search ended, there was still strong shown in seeing that I succeeded.” TechNet, a Silicon Valley-based organization, is a national network of senior executives from leading technology companies, whose major thrust is to build bipartisan support for policies that strengthen America’s leadership of the New Economy.

Core Messages (continued)

Access

Spencer Stuart has access to the network of leaders our clients need through our personal relationships with key executives and drivers in today's dynamic technology economy.

- Spencer Stuart has deep relationships with board members and CEOs in technology's growth segments including the hottest startups and most established technology blue chips.
- We work closely with technology luminaries whose vision and foresight shape the industry—the entrepreneurs, the VC and investment community and executives at leading high tech companies.
- We track the rising stars in today's technology industry, those with the potential to make significant contributions as future leaders.

Proof Points:

- Spencer Stuart's specialized tech practice group lives and works in the industry every day providing clients with a constant pulse on the latest market trends.
- Our High Tech Board Practice has access to 3,500 high tech leaders and revisits these relationships on a quarterly basis providing clients with an instant, up to date network of executives in the industry.
- Spencer Stuart has global reach, with over 50 offices in the Americas, Europe, Africa and Asia Pacific providing access to top technology industry talent on a global basis.

Testimonial:

Regarding our search for VP of Silicon Valley biotech company: "[Spencer Stuart] is very insightful"...and "knows the candidates strengths, weaknesses and how or if they will fit into our culture."

Core Messages (continued)

Business Benefit

Spencer Stuart builds a company's value by infusing it with the key ingredient for success – strong leadership.

- Because fast-paced change defines the technology industry, swift and strategic leadership succession is vital to outpacing the competition and succeeding in the market.
- We've guided high tech's leading companies, including HP and Cisco, to even greater success by placing management teams that thrive within the company's culture, inject a fresh perspective, and build profitable growth.
- We provide early-stage companies with leaders who can create a vision while simultaneously building a solid business plan and gaining confidence from the investment community.

Proof Point:

- Global organizations increasingly identify effective human capital management as their single most important success factor – not surprisingly, since people costs account for 64 percent of corporate spending. (McKinsey & Company, *The War for Talent*, 1998)

Testimonial:

- Regarding Red Herring Communications' search for new CEO and Spencer Stuart's role: Mr. Anthony B. Perkins, Chairman and Editor in Chief, Red Herring Communications, Inc., pleased that such a stellar candidate was found, noted that he "appreciated the passionate work" and that even though "certain market conditions made it difficult to complete the assignment quickly...once Hilary was identified, the process turned around."