



WHAT'S NEW @ HEIDRICK & STRUGGLES

Dear Alumni of Heidrick & Struggles,

Happy Holidays! We would like to wish you health, happiness and good fortune during this joyous holiday season! As always, we hope you enjoy our most recent installment of "What's New at Heidrick & Struggles." Please send all comments, story ideas and thoughts along to alumninetwork@heidrick.com.

Cheers,

Heidrick & Struggles Alumni Team

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CATCHING UP WITH TOM FRIEL

To sum up my "retirement" - "I work some of all days and all of some days," Tom says with a laugh.

With more than 28 years of service to Heidrick & Struggles, regardless of the title he held at any given time, Tom Friel continues to make an impact within the firm. Since his retirement in 2007, Tom has transitioned into a less stressful but, not less busy - chapter in his life. Today, his time, efforts and resources are distributed into four primary buckets of focus.



The Nonprofit Sector: Tom quickly emerged as a leader in the nonprofit sector after joining the [Silicon Valley Community Foundation](#). He is currently the Chairman of the board, and has helped the organization become the largest community foundation in the country, managing roughly \$7 billion in charitable funds. The foundation is dedicated to advancing innovative philanthropic solutions to challenging problems while engaging donors in order to make the region and world a

better place for all. Tom shares his thoughts on the evolution of Silicon Valley, "It's amazing to see the Valley blossom into a culture that I couldn't have imagined thirty years ago; a hyper-competitive, paradoxically supportive society where discrimination is based almost solely on talent and ability," said Tom.

Tom also is Chair of [CollegeSpring](#), a nonprofit organization dedicated to improving the SAT scores of low-income San Francisco Bay Area high school students.



Start Ups, Investing and Stanford: In addition to his service with nonprofit organizations, Tom continues to work in the for profit sector on a regular basis. He lends his expertise as a corporate advisor and angel investor with six startup companies, two of them created by fellow H&S alumni. He also frequently guest lectures on the topic of CEO succession at Stanford's Graduate School of Business, offering students the unique opportunity to learn from the situations experienced during his career at Heidrick.



Family & Always a Search Professional: With a role and subsequent responsibilities in nine different organizations in addition to his current titles of father, husband and grandfather- Tom has mastered the art of time management. Previously unbeknownst to him, regularly juggling countless tasks, involving various people, working across numerous continents during his time at Heidrick & Struggles was vital in preparing Tom for his so called "retirement." In addition to time management, Tom sees his engrained search DNA and resourceful nature manifested in his newfound passions. "I am always looking for solutions - who can we put in that empty seat and what can they contribute... Is there a way to bring in an outside perspective to enhance or raise the conversation and solve an issue? I call it my empty chair theory," said Tom. The spirit of search lives on.



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CATCHING UP WITH TOM FRIEL CONTINUED



Travel - A time to explore: Shockingly, Tom has also managed to find time to travel for pleasure; like a nomad journeying through the assorted terrains of any given region.

This is a stark contrast to the fast-paced, in-and-out, meeting riddled business travel he'd grown so accustomed to. When Tom isn't in the Bay Area spending time with his three year-old twin grandchildren, he enjoys traveling and exploring the world's beauty with his wife Carolyn. In June, he and his wife voyaged to the Northwestern region of Ireland where they traced, located and traveled to the ruins of his great-great grandfather's farmhouse. "It was a moving experience to stand on the ground of my ancestors. I



thought to myself as I stood there how centuries ago, this is where it all began. The birthplace of the Friel lineage and my origins of life started right here. "



In April 2015, he and his wife will set out for foreign lands yet again, this time as they cruise down the Yangtze River in China. Later in 2015 they will join fellow H&S alum for a vacation that has evolved into a tradition for the crew. The group, which includes David and Linda Anderson, Peter and Adrienne Breen, Romeo and Esther Cramer, John and Sally Gardner, as well as Bengt and Harriett Lejsved will set out on a French River cruise for their sixth vacation together. Tom made sure to note, "on any trip with Peter Breen, let alone a cruise through France, there will never be a shortage of wine."

A Different Path: Despite all the wonders of the world, Tom's heart will always be in the San Francisco Bay Area with his family. "From the outside, this may seem like a non-conventional retirement – but at the end of the day, it is one that I find both challenging and rewarding," said Tom.

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HEIDRICK & STRUGGLES NEWS



Heidrick & Struggles Formalizes Purpose

Earlier this quarter, Heidrick & Struggles formalized its purpose into the following statement: **We help our clients change the world, one leadership team at a time™.**

"It is clear that this statement of purpose resonates clearly with clients and each of us inside the firm," **Tracy Wolstencroft** said in his firm-wide voicemail announcing the formal purpose and statement.

To help keep the purpose front of mind, the statement is now featured prominently on the home pages of Heidrick.com and the intranet. Employees have also begun to start using the updated email signature.



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Experience the 2014 Fortune Most Powerful Women Summit

Heidrick & Struggles sponsored a unique gathering of preeminent rising women in business in San Francisco in early October. The conference convened the world's Most Powerful Women to share big ideas and best practices about leadership, and nurture creative thinking in business and beyond. H&S delegates included **Karen Fifer (Hong Kong), Lee Hanson (San Francisco), Anne Lim O'Brien and Victoria Reese (both New York)**. The firm hosted "The Talent Pipeline," a panel discussion addressing the growing global pressures to attract and retain top talent today.



Kudos for Heidrick.com

The Heidrick & Struggles website, which was launched last year, received a [2014 WebAward](#) in the category of "Consulting Standard of Excellence" from the Web Marketing Association. Sites are judged by independent expert judges from around the world who review websites in 96 industries. The best are recognized with a WebAward.

Introducing Leadership Signature™



Leadership Signature™ – Heidrick & Struggles' new proprietary assessment tool – can help to answer the question clients ask the most: How will this candidate lead? Unlike other assessment tools that evaluate a candidate's capabilities in a segmented manner, Leadership Signature™ explores leadership styles and organizational impact.



Chicago Office Hosts Business Leaders

The Chicago Heidrick & Struggles office hosted its third annual Business Leaders reception on Oct. 23 at the Chicago Club. The event drew its largest crowd yet – more than 215 guests and firm's clients. Tracy Wolstencroft and Torrey Foster welcomed guests and thanked them for their business and continued partnership.



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HEIDRICK & STRUGGLES NEWS CONTINUED



Reaching New Heights

A team of courageous Philadelphia colleagues recently participated in one of the most extraordinary charity exercises we've ever seen. [Building Adventure 2014](#) is a fundraising event in support of [Outward Bound](#), a non-profit organization designed to inspire young leaders through educational programs in wilderness and natural settings. Team Heidrick rappelled down their Philadelphia office building – **31 floors/500+ feet!** They raised more than \$15,000, which contributed to an impressive \$260,000+ in total for the Philadelphia Outward Bound School.

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THOUGHT LEADERSHIP



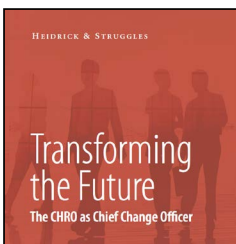
Building Leadership Capabilities for Future Growth in Medical Technology- A European Perspective

The economic landscape in general and the European healthcare sector in specific have undergone significant changes since 2008. Heidrick & Struggles conducted a study involving senior business and HR executives from multinational and local medical technology players in Europe. Our findings should help medical technology companies compare their own situations with the rest of the industry and provide insights regarding talent management in the future.



The 21st Century Nonprofit Board

Nonprofit boards across America are grappling with the countervailing forces of funding pressures and increasing demands for their services, with most saying they are unable to meet their community needs. To deal with these issues, board chairs are looking for deeper business expertise, greater diversity, and new skills on their boards to deal with new realities.



Transforming the Future. The CHRO as Chief Executive Change Office

Today's top CEOs now expect the CHRO to be adept in general management skills with broad business perspectives and a strategic mindset as a business leader. The key charge for the CHRO functionally is to turn talent management into an instrument of business transformation that advances strategy, develops agile leaders, and coalesces in culture.



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ARTICLES & INDUSTRY NEWS



[Digital Talent Deserting You? Here Are Five Key Retention Tools](#)

AdAge, November 2014

AdAge published a byline written by **Lynne Seid (New York)** looking at digital talent and the strategies companies are taking to retain their brightest employees.



[Health-Care Industry Starts to Pay Attention to Cyber Risks](#)

Wall Street Journal, November 2014

Katie Graham Shannon (Chicago) received coverage in the *Wall Street Journal's CIO Report* in an article titled "Health-Care Industry Starts to Pay Attention to Cyber-Risks". She discussed the risk-based approach health-care companies are taking when hiring tech executives.



[Latest Audit Rules Make Recruiting Tougher](#)

Financial Times, November 2014

The *Financial Times* quoted **Paul Gibson (New York)** in an article examining the flood of regulations introduced after the financial crisis and how they have transformed talent/hiring demands.



[You're Fired! And We Really Mean It](#)

Wall Street Journal, November 2014

The *Wall Street Journal* spoke with **John Thompson (Menlo Park)** for an article focused on CEO departures and the new era of external/shareholder transparency.



[Hiring of C-Suite and Mid-Level Managers is up](#)

The Dallas Morning News, November 2014

The Dallas Morning News spoke with **Greg Konstans (Dallas)** for an article discussing the increased hiring trend among C-suite and mid-level managers by local Dallas companies. **Heidrick & Struggles CEO Turnover data** was also cited.



[GM Picks Heidrick & Struggles to Handle Search for General Counsel](#)

Wall Street Journal, November 2014

The *Wall Street Journal* announced that the **GM General Counsel** will retire early next year.

Heidrick & Struggles has been tapped to find his replacement. **Victoria Reese (New York)** and **Lee Hanson (San Francisco)** will lead the search.



[Banking: The Infusion of New Talent](#)

Global Banking & Finance, November 2014

Global Banking and Finance featured a **Heidrick & Struggles** hiring trends byline from **David Boehmer (London)** and **Todd Taylor (New York)** and posted episode three of **LeadershipTV**.



[Western Boardrooms Make Way for More Asian Execs](#)

CNBC, October 2014

CNBC spoke with **Harry O'Neill (Hong Kong)** for an article discussing the increased presence of Asian executives on the boards of Western companies.



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NEW TEAM MEMBERS

• **Khoury Ashooh (Atlanta), Principal, Leadership Consulting Practice**

Khoury rejoined the firm as a Principal in Leadership Consulting. Khoury rejoins from The Miles Group to fill a unique role – he is based in the Atlanta office, but will be on the ground extensively in Mexico City. There, he will serve Pemex and work closely with our Search and Culture Shaping colleagues to develop the larger business opportunity that exists in the region.

• **Angela Gardner (Los Angeles), Partner, Global Consumer Markets Practice**

Angela rejoins Heidrick & Struggles from Yahoo, where she led the company’s global executive search team and was responsible for talent acquisition across the business functions. She also spent 10 years at Fox Entertainment Group, where she established and led talent acquisition. At Heidrick Gardner will be tasked with delivering leadership insight to clients across consumer- and technology-facing industries, including digital platforms, in the firm’s Media & Entertainment Practice.

• **Rick Greene (New York), Executive Vice President, Chief Human Resource Officer**

Rick recently rejoined Heidrick & Struggles after three years at Bunge where he was both the head of global talent management and the lead HR executive for the Global Food & Ingredients segment. During his earlier tenure with Heidrick & Struggles, Rick led the firm’s Leadership Consulting and Chief Human Resources Officer practices in the Americas. Over the course of his 25-year career, he has recruited, assessed and coached senior executives in more than 30 countries across six continents.

• **ChaKyoon (CK) Koo (Seoul), Principal, Industrial Practice**

CK joins Heidrick & Struggles from DENTSPLY, where he spent four years, most recently as regional leader of Asia based in Hong Kong. He brings more than 20 years of broad industrial experience to the firm. Prior to DENTSPLY, he held general manager and business development roles at a number of leading companies, including BASF Korea, SUEDE-Chemie, RMDKwikform and Sika.

• **Ellen Maag (Washington, D.C.) Partner, Leadership Consulting Practice**

Ellen has gained extensive consulting experience throughout her career spending time at Ernst & Young, followed by 14 years in human capital and leadership consulting, including six years as a Partner at Mercer Delta. She joins us from Navalent, a boutique leadership consulting firm. Much of her work will focus on aligning leadership with business strategy. She also has developed a personal niche in Top Team Effectiveness and Leadership Development.

• **Jonathan Zhu (Shanghai), Partner, Life Sciences Practice**

Jonathan joins the firm from Odgers Berndtson, where he served as leader of their life sciences and government affairs practices in China. Raised in China and educated in the U.S., Jonathan brings more than 20 years of experience in the private and public sectors. He has held leadership positions at U.S. and Japanese-listed multinational companies in the Industrial and Analytical/Medical Diagnostic industries.

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