STANTON CHASE

Technology Practice Group

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Stanton Chase is a global leader in executive search and leadership consulting with extensive experience across numerous industries and functions.

Established in 1990, Stanton Chase is a leading global executive search firm. With 350 expert consultants in over 70 offices across 45 countries, Stanton Chase is unique in the field of executive search, offering clients the global reach of one of the world's ten largest executive search firms, complemented by the industry expertise and personal relationships usually reserved for small boutique practices.

Our offices worldwide boast more than 350 senior consultants with unparalleled knowledge of their markets. Our specialists have a thorough understanding of our clients' industries, organizational and corporate cultures, competitive landscapes, strategies, and value propositions.

Strong collaboration and lasting relationships between our senior consultants ensure continued access to world-class candidates for our search engagements.

Internationally renowned research firms continuously rank Stanton Chase among the top executive search firms in terms of reputation and market share.

All of our consultants have extensive experience and key relationships in the industries in which they serve.

They are organized by industry and function to work as a seamless unit to understand client needs, analyze talent landscapes, and ensure an expeditious search process for each and every engagement.

Over 70% of our work comes directly from long-standing clients. We nurture relationships with clients and candidates through knowledge, ethics, professionalism, our consultative process, and our commitment to assembling world-class leadership teams.

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Technology Practice Group

The Stanton Chase Technology Practice Group is a highly dedicated and specialized team of almost 100 consultants, spread across 41 countries. We possess the necessary experience and knowledge to offer expert advice and guidance, and assist our clients with their human capital needs around the globe. Our team is aware of the ever-developing, ever-expanding business technology environment, and we are eager to assist you in meeting your business requirements.

Utilizing a dynamic approach to meeting the individual needs of a diverse range of clients, Stanton Chase has earned a reputation for finding superior talent.

With over 1,000 mandates successfully completed over the past five years, 25% of which were international cross-border searches, we can ensure that your organization will not fall behind in this rapidly-changing market.

We appreciate the need to provide support across various sectors and sub-sectors, and our Technology Practice Group is dedicated to finding the right client for the right position, in the right category.

Our worldwide practice areas are structured within the following market sectors:

» Advanced Technology
» CIO
» Cyber Security
» Data Science
» Electronics & Systems
» IT Consulting
» Semi-conductor
» Software
» Start Ups
» Telecommunications

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Specialising in these sectors helps us to stay on top of latest trends and to provide the exact expertise that our clients need. Clients' needs vary and we assemble our search teams to suit every assignment.

Each member of our Technology Practice Group team has extensive knowledge in serving technology focused clients. We have an expansive technology team and long-lasting client relationships with organizations of all sizes. Our track record speaks for itself, with clients that include, amongst many others:

» Alcatel-Lucent
» Apple
» Novell
» IBM
» LG Electronics
» Microsoft

We enjoy a dedicated working relationship with all of our clients, with a focus on effective communication. Our consultants work with you to identify the right candidate at all levels. Whether you are a start-up or a Fortune 500 company, we have the requisite knowledge to fill your technology needs.

» Motorola
» Nokia
» Siemens
» Sony Ericsson
» Vodafone

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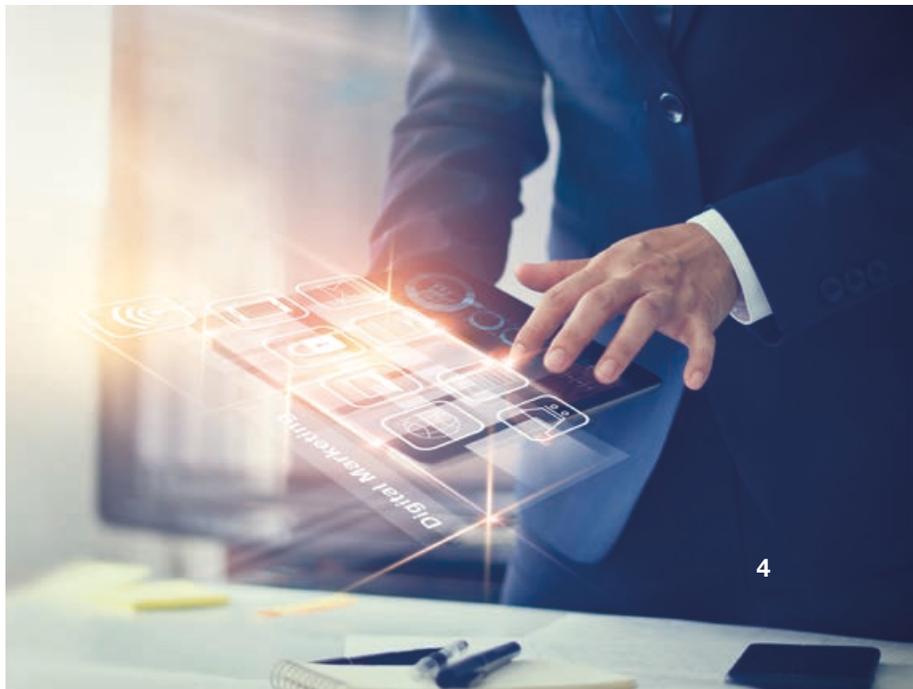
Advanced Technology

Artificial intelligence, internet of things, advanced robotics, autonomous vehicles, wearables, and 3D printing will dominate the technology industry in the years to come. The convergence of these technologies will create enormous opportunities for companies, as well as significant challenges for economies, governments, and societies.

The impact of this convergence is happening more swiftly than envisaged. This speed of change presents a steep learning curve for executives and leaders to strategically address the value-creation opportunities of such technologies and the greater consequences in the workforce and society.

CIO/CDO

The emergence of digital transformation, with ecommerce and omni-channel marketing, has disrupted the foundations of how many companies do business today. Tomorrow's leaders must build strong competencies in digital transformation immediately or risk becoming obsolete.

This is an active discussion in the boardroom for companies who are not already well on their way to digital transformation. The new breed of Chief Information and Chief Digital Officers should have a seat at the table, and have frank, open discussions with the CEO and the Board about how to overcome these challenges.

Cyber Security

Organizations of all sizes face a complex, sophisticated, and rapidly evolving new cyber-threat landscape. Tools are available for hackers everywhere; malicious activity is big business. Cyber security and cybercrime are new threats to global businesses today, and companies have a significant task ahead of them in getting management and boards to understand the associated potential risks and costs. Companies must build a safe and secure company culture, and cyber security must be a regular Board agenda item.

The new functional Chief Information Security Officer (CISO) should sit at the management table with the CEO and the Board. More than ever, it is imperative that companies understand and know their assets, their risks, and the cost of what is being compromised. This growing threat is creating a huge demand for talent who can manage these pressing issues. Company leaders need a combination of business, technology, security, data, leadership, and communications expertise.

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Data Science

Most organizations now understand that if they capture all the data that streams into their businesses, they can apply analytics and get significant value from it. The new benefits that big data analytics brings to the table are speed and efficiency. The ability to work faster – and stay agile – gives organizations a new type of competitive edge.

Data Analytics can be divided into the following sub-domains: data management, data mining, in-memory analytics, predictive analytics, and text mining.

The use of data analytics is in every segment of every industry: hospitality, consumer products, manufacturing, financial services, life sciences & healthcare, government, and more. Results are widely used to make more informed business decisions and by researchers and scientists to verify or disprove scientific models and hypotheses.

Electronics & Systems

The market for Electronics and Systems is large. It covers "traditional" players who have dominated the scene for years. The smartphone has introduced changes that have overturned these markets. However, tablets, half-tablets, and laptop PCs are still driving the markets. Bring-your-own-device trends have forced suppliers to focus on consumer markets to keep market position with corporate/enterprise customers. Furthermore, the combination of mobile internet, smartphones and cloud has driven huge investments in data centers, storage and connectivity. Our Stanton Chase team is well-versed in the talent search market to help your organization stay ahead of the curve and adapt to changing demands.

IT Consulting

IT consulting is facing new challenges, including digitalization, increased use of cloud services, data analytics, and agile methods.

Digitalization is critical: more than 60% of all CIOs have a mandate to digitize core processes to make enterprises endure disruptive environments. There is a trend to move from on-premise hosting to the cloud. When it comes to Big Data & Analytics (BD&A), what used to be a continuous IT consulting business with several follow-up projects and services is changing to a one-time implementation of a BD&A architecture, smaller adjustments, and a facilitation of its usage. Finally, agile methods are changing the way software is developed; IT projects are conducted and teams are managed and working together, which has a dramatic impact on a consultant´s skills and management.

IT consulting environments are also changing. On one hand, consolidation is happening – especially of midsize and larger firms – and on the other hand, niche players are expanding into highly differentiated markets.

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Semiconductor

The market for the semiconductor can be divided roughly in two categories: equipment manufacturers and chip manufacturers. The semiconductor industry is very cyclical. Driven by the IoT and the explosion of personal devices, both categories have had to adapt quickly. Equipment manufacturers are doing extremely well, but they are operating in a market in which very few players can survive. Top players can, and have, taken a significant market share. Chip manufacturers are forced to invest heavily in equipment, but produce very low-cost products. These barriers to entry make survival a challenge. In a world which runs on electronics and connections, the talent war will continue to grow in this market for the foreseeable future.

Software

The software supplier market continues to be challenging. Because of high visibility and relatively low barriers to entry, new, small players are entering with limited budget and backing. In the past, on premise point solutions providers were acquired by larger players and created some of the largest, most dominant software players in our era. Now, however, they are under threat from up-and-coming players driven by cloud-based, subscription/on-demand- based business models. We foresee the same movement recurring. The market shall once again be dominated by a few large, but much more nimble, players. The integration of solutions running on mobile devices is already happening; two-speed IT and software development is here. CIOs and solution providers are becoming more aware of this reality. Our team of executive search consultants has a deep understanding of how these structures affect your business markets, and we are poised to partner with you to find top talent that can lead your organization into this new era.

Start Ups

A new startup world has emerged. In the initial stages, there is no real organization, no real clients, and no real support functions. There is simply an idea and people trying to build on that idea.

But when progress becomes real, the idea grows, and new networks are needed to support continual growth; then, startups turn to executive search. The worlds of startups and executive search can seem far apart. For startup companies, timetables are often extremely tight, and everything can be put on hold when the next investment is due. The number of stakeholders rises and decision-making evolves. To some traditional executive search firms this might present unconventional challenges. Not to Stanton Chase.

We divide our startup expertise in three different phases: In the first phase, we concentrate on building sales capability; the second phase is about forming an organization and world class support functions; the third phase is about elevating the game. We are proud to take part in growth of all these phases with our clients.

Telecommunications

The telecommunications market can also be divided in two main categories: operators and producers of infrastructure. On the operator side (r)evolution is constant. Operators, whilst loath to merge, are increasingly entering into joint ventures to keep up or get ahead of the curve. The producers of the infrastructure are limited, due to the significant consolidation that has taken place in recent years.

A proliferation of consumer engagement with internet videos and social media content provide the primary impetus for growth in the telecommunications industry. Furthermore, customer markets are being driven by the exponential increase in smartphone use. Data traffic continues to rise at an unprecedented rate; consequently, high investments in infrastructure are constant, as consumers and governments worldwide demand the highest possible bandwidth connections.

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Foundation of Success

Stanton Chase delivers commitment.

More than 70% of our business is derived from repeat business with existing clients. We attribute this to the successful, long-term relationships we have forged with our clients.

True partnership

We consider our relationships with clients to be partnerships. Our senior consultants with the necessary subject-matter expertise interact closely with our clients to execute all searches with precision.

We offer our clients the benefits of a global firm, while we are locally-structured to act and operate as a boutique. Extensive immersion is our policy – we get to know our clients in depth, becoming as familiar as possible with their culture and industry.

Candidates that fit the corporate culture

Our client relationships are not standard business relationships. We are our clients' trusted partner and understand their specific problems, as well as their business and culture, ensuring the selection of the best candidates with the best fit.

We identify the most important factors for success within an organization, involving the senior management team to identify the critical leadership practices. Then we go into great depth to analyze and understand each candidate – not just their past performance and track record, but also their character, background and personality.

The result is fit for purpose leaders who are successful and loyal.

Full transparency

We realize that clear and open communication is paramount in our relationships. To avoid any potential misunderstandings and surprises, we proactively provide clients with complete transparency throughout the entire search process, ensuring the largest measure of integrity, honesty, confidence and trust.

"Stanton Chase has a true understanding of my business; they are an extension of our culture."

Our Unique Process

Consultative approach

Each engagement begins with in-depth interviews with key stakeholders. A position description is developed to identify the requisite experience, technical skills and critical leadership competencies necessary for top performance.

Once finalized, we use this position description, along with an agreed-upon search strategy, as the foundation for the search. We are in constant communication with the client throughout the entire process, providing insights and analytics for benchmarking.

Talent attraction

Each engagement is customized and uses current research to identify suitable candidates. Our local consultants interact with the candidates in person, taking the utmost care to attractively present the opportunity to the best candidates. In this way, we are able to attract the best potential talent to perfectly fit the position.

Access to top talent globally

Our offices and partners worldwide give us the ability to access top talent across the globe.

Talent assessment

In-depth, face-to-face interviews enable us to further assess the candidate's level of experience, capabilities, and leadership competencies against key selection criteria in the position description. We leverage a range of assessment tools to provide better insight into a given candidate's motivations and odds for success in a specific position. Final recommendations are presented to the client, supported by detailed candidate profiles and evaluations of the candidate's strengths, weaknesses and motivations.

"Stanton Chase really cares about us. They go the extra mile at every step of the process."

Talent acquisition

With top talent at a premium, a meticulous presentation of our client's organization and the available opportunity is vital. We carefully represent our clients in the marketplace and make the available position as attractive as possible for each identified candidate.

Based on the personal relationship our senior consultant forges with each candidate, we are able to gain a deep understanding of these individuals. We take great care in ensuring a perfect match between the candidate and our client's opportunity.

Candidate on-boarding, integration and coaching

We work to understand the undercurrents of your organization and the implicit effect of policies and procedures. We identify the stewards of your corporate culture, the formal and informal influences, and the prevailing mind-set of your company as an institution. This helps to ensure the successful on-boarding of executive hires.

By means of early-stage engagement assessment, we make the necessary adjustments, manage expectations, and take immediate action to minimize gaps. We obtain feedback from trusted sources in order to help new team members become as effective and efficient as possible in the shortest period of time.

Our undivided attention

Specializing in senior executives, we accept only a limited number of engagements. This allows us to avoid conflict-of-interest issues and to focus on filling these highly exacting positions. As such, we are at our best when we function as trusted advisors to our most demanding clients.

If your company is seeking an expert consultant with the leadership skills to deliver more than just sound advice, Stanton Chase stands ready to fulfill your needs, every step of the way.

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Your Leadership Partner