

Alexander Ross & Co.

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PROFILE

Alexander Ross & Co.

A specialist executive search firm
that identifies and attracts
transformative human capital leaders



Our talent is transformative



We focus exclusively on the strategic
human capital leadership functions



We are, by design, a specialized boutique

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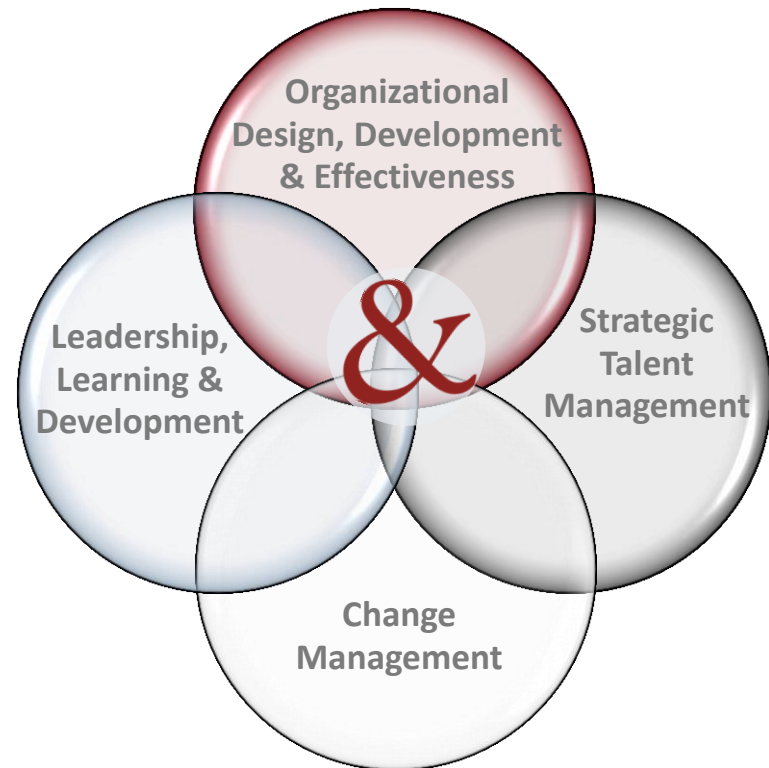
Our talent is
transformative

- Growth-oriented
- Culturally adept
- Change-agile
- Builds constituency
- Thinks cross-culturally
- Architects agile organizations

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We focus exclusively
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human capital
leadership functions
in these linked
professional
disciplines



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We are, by design,
a specialized boutique

- Seasoned
- Specialized
- Agile
- Personalized attention
- Client-focused
- Stay with a search as long as needed

Alexander Ross & Co.



Our clients are major corporations, professional services firms, and other progressive enterprises across all geographies and industry sectors

Expertise for clients looking to grow

Clients worldwide have made Alexander Ross & Co. their talent adviser of choice. They trust us to identify and place their human capital leaders

- Microsoft
- Eli Lilly
- Unilever
- Ernst & Young
- M&M Mars
- Accenture
- Coca Cola
- The World Bank
- Oliver Wyman Delta
- Goldman Sachs
- The Limited
- Starbucks
- The Abu Dhabi Investment Authority

Alexander Ross & Co.



“Custom” is standard
for our human capital
leadership searches

Executive search, customized for results

Just as our functional focus and transformative talent are unique, so is our approach to conducting an executive search

- No candidate “slates”
 - Quickly identify benchmark candidates
 - Continuously learn and improve candidate fit
- Scope changes accepted
 - Embrace scope changes when helpful to refine a search and find the best possible fit
- “Fit” is more than expertise and experience
 - Assess on a broad spectrum of additional fit components including culture, values, behavior, and attitude
 - Know what superior looks like

Alexander Ross & Co.

Advisors with experience and passion

We bring deep personal experience as human capital leaders and organizational consultants, interlocking capabilities, and the ability to expertly identify transformative talent



Ben Lichtenstein, CEO


Ben Lichtenstein founded Alexander Ross in 1977 with a vision that human capital expertise would ultimately be seen by leading organizations as a critical component of their performance. He believed that a boutique firm could deliver top notch expertise by focusing on one functional area and delivering personalized service to each client.

Prior to founding Alexander Ross & Co., Ben served as Vice President, Operations and Training for The Dunhill Personnel System. He was instrumental in building the company into a 365 branch search and recruitment organization. Ben serves as a talent adviser to many client organizations and is a member of the Organization Development Network. He studied Mathematics at City University of New York.


Alexander Ross & Co.

The talent to transform


We connect top performers with organizations seeking to drive growth through a best-in-class talent agenda



We can quickly find the human capital leaders you seek



We attract and introduce truly transformative talent



Searches are not commodities to us

- 30+ years of experience
- Exceptional global network of candidates and sources
- Access to “invisible” candidates
- Growth-oriented
- Culturally adept
- Change-agile
- Human capital leadership titles, roles and responsibilities are unique to each organization
- We advise and assist clients to meet business goals via optimal talent placements

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Global Software Leader

Director, People & Organizational Capability

Faced with increasing competition, this software giant determined that innovation and organizational agility needed to be included in its quiver of capabilities. Alexander Ross was chosen to help structure the search for a cadre of top Organizational and Leadership Development professionals to guide the transformation. The search yielded its first successful candidate in 45 days.

Major Pharmaceutical Company

Director, Organization & Leadership Development and Team

This global pharma giant needed to accomplish a large-scale culture change in order to regain its competitive edge. The new CEO had relied on Alexander Ross' search skills and professionalism in his previous telecom leadership role so he trusted our expertise to find an OD leader and staff the team to effect this important shift. We delivered a leader with the experience to drive change in a complex organization as well as a team of seven. Over the next two years, the team successfully transformed the company to a strategically focused, high-performance organization.

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International Financial NGO

Head, Change Management

A new Chairman's revitalized vision required a leader and team to help him develop and implement a global change strategy to align a conservative and history bound organization to a set of aggressive new objectives. The nature of the organization dictated that Alexander Ross craft an internationally representative team. In a brief period we recruited the team's talented leader and a truly internationally diverse staff of change professionals.

Global Investment Institution

Senior Strategic Change Consultants

A global sovereign fund needed to better align its strong values-driven internal culture with its external business imperatives. The Head of Leadership and Organization Development turned to Alexander Ross to recruit a team of senior, highly experienced change practitioners from across the world, to design and facilitate this evolution. We leveraged our strategic talent network to identify top professionals from multiple sectors, across Europe, North America, Latin America and Australasia. A four-person team is currently in place and successfully executing the evolution with strong organizational support.

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Premier Global Change Consulting Firm

Partners and Principals, Organizational Consulting

From its inception with three consultants, this top strategic change consulting firm had significant growth plans. The firm entrusted Alexander Ross as its long term partner to build the core of its business by recruiting Strategic Change Consultants who could engage and sell work at the C-Suite level. For the past two decades, Alexander Ross has done just that, placing 60 of its most senior consultants, including partners heading three of its domestic offices, its head of the US business, and several partners serving on the firm's executive committee.

Major Apparel Retailer

Vice President, Organization & Executive Development

The Chairman and Executive Committee determined that the growth goals of this retailing powerhouse could only be met through a large scale reorganization and a renewed commitment to the development of its current and future leadership. Alexander Ross was selected to take on the search for an OD executive with organizational, change, learning and development skills as well as the ability to bring a fresh perspective from another industry. We identified a top airline industry executive who, along with leaders he helped develop, has delivered excellent results and is now SVP of Human Resources for the company's top fashion brand.

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Leading Professional Services Firm

Vice President, Leadership & Organization Development

This top accounting firm was losing revenues to a culture that encouraged protecting, rather than sharing, client relationships amongst the firm's partners and practice areas. Alexander Ross was engaged to recruit a senior change professional to re-energize and lead the firm's 20-person Leadership Development & Organizational Development team to focus on establishing profitable synergies amongst the leadership team. An executive candidate was successfully placed who also went on to craft an OD client offering based on his internal work and to lead a spin-off start-up for the firm.

Worldwide Specialty Food Retailer

Director, Organization & Partner Development

Already a leader in its sector domestically, this retailer was embarking on an aggressive global expansion. To ensure the readiness of its leadership in new markets as well as the successful transfer of the organizational culture, the company looked to Alexander Ross to identify and place a key human capital executive. Alexander Ross succeeded where a three month generalist search firm process had failed, finding a successful candidate in 30 days. The placed candidate excelled in the role and now has expanded responsibilities as head of HR for one of the company's critical global functions.

Clients

“Alexander Ross was a valued strategic partner for close to two decades as we built the firm. They did outstanding work in understanding our needs and finding us world class talent. In addition, they helped us to recognize how our needs changed over time and how that changed our recruiting requirements. They did superb work for us.”

- CEO,
Premier Global Change Consulting Firm

“Alexander Ross set itself apart from the rest of the search community by having a deep understanding of the learning and development functions I was trying to fill. The firm was consistently successful in identifying superior performers to join my team at the bank.”

- VP, Learning and Development,
Global Investment Bank

Candidates

“Alexander Ross stands out from its peers. They know the opportunities they are representing extremely well. Their follow-up and constant communications ensured that there were no surprises and I was comfortable with the process throughout its twists and turns. I felt confident with Alexander Ross as my representative.”

- Senior Change Management Professional

Sources

“When contacted by a principal at Alexander Ross to identify some unique “invisible” talent for a global search, I had no hesitation. I knew some candidates with highly relevant expertise who were not currently “in-market”. I was fully confident that any candidates I put forth would be contacted and have their interests explored in an expert and confidential manner by people who really understand the field.”

- Senior INSEAD-Accredited Executive Coach

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Whether you are a potential client, candidate or colleague, or would just like to learn more about our services, we would be delighted to hear from you.

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