

The World's Most Influential Headhunters

BusinessWeek brings you the Top 50 within the business world

By Joseph Daniel McCool

You can't get to the top without the headhunters. That's as true for businesses as it is for established and emerging leaders. The world's top headhunters control access to the lion's share of C-suite succession and leader-replacement searches for the world's largest corporations. Their influence also extends to the top ranks of the most ambitious smaller companies, which understand how crucial top talent is and are willing to pay for it.

That's why BusinessWeek has introduced its exclusive database of the world's most influential headhunters, with comprehensive information on 50 of the top global executive recruiters. So what is it that separates these executive recruiters from the rest? BusinessWeek considered a number of factors in selecting these 50, including their individual reputations; their years of headhunting experience; the global scope of their recruiting practices; their accessibility and responsiveness; their high visibility within the client markets they serve; the recognition they enjoy within their firms and/or global executive search communities.

Matchmaker, matchmaker

It is important to note that their individual reputations are often the most important reason that corporations engage these headhunters. And while these 50 include some of the world's best, given the global influence and size of the \$10 billion executive headhunting market, more will soon be profiled by BusinessWeek to expand this already impressive list.

Who are the most powerful talent brokers? They include former management consultants, corporate human resources executives, authors, boardroom advisers, graduates of the world's most elite business schools, entrepreneurs, philanthropists, and trusted confidants of the world's most powerful business leaders.

They are almost universally workaholics and globetrotters with a passion for the business of executive matchmaking, an affinity for socializing and peering deep into the human psyche, and a finely honed instinct for fitting candidate and company.

Thirty-one of the first 50 headhunters profiled herein hail from North America, the world's largest market, for their refined talent-spotting abilities. Many of them recruit for industries—such as financial services, consumer goods and services, technology, retail, and manufacturing—that have long relied on external talent to drive performance and fulfill senior leadership functions including the most prized C-suite posts.

In selecting the recruiters for our exclusive list of the World's Most Influential Headhunters, BusinessWeek considered a number of factors in selecting these 50 executive recruiters, including their individual reputations; their years of headhunting experience; the global scope of their recruiting practices; their accessibility and responsiveness; their high visibility within the client markets they serve; the recognition they enjoy within their firms and/or global executive search communities.

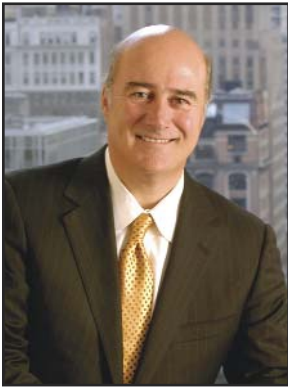
Please note that except where indicated, the information was provided in response to a BusinessWeek survey.

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BUSINESSWEEK: The World's Most Influential Headhunters (Continued)

CTPartners congratulates the following on making *BusinessWeek's* list of the The Worlds Most Influential Headhunters.



Brian Sullivan
Chairman & CEO, CTPartners

Sector specialization: Financial services, Private Equity

Job function specialization: CEOs

Geographical Focus: Global

Advice: Be consistent in messaging, so you can develop leadership skills.

Qualities sought in emerging leaders: The ability to listen and answer questions clearly and succinctly

The global business trend that will most influence corporate performance in the future: The emergence of younger leaders thanks to Internet companies, which accelerate the rejuvenation on the positive.

Sector specialization: Professional and IT services, manufacturing and energy, private equity, technology, telecommunications

Job function specialization: CEOs, business unit managers, HR, partners, CIOs

Geographical Focus: Europe

Advice: Get to know your strengths and weaknesses. It is also essential to gain international experience.

Qualities sought in emerging leaders: As my clients are global, I look for people with international experience who have the right level of energy to influence organizations and enough drive to lead people.

The global business trend that will most influence corporate performance in the future: The ability to work in and integrate various cultures and create global leadership teams.



Sylvain Dhenin
Vice Chairman CTPartners



Diane Segalen
Vice Chairman, CTPartners

Sector specialization: Financial services, private equity, investment banking, board practice

Job function specialization: CEOs, managing directors, corporate strategy/development executives

Geographical Focus: Europe, U.S.

Advice: Find the CEO. He or she will train you, inspire you, and help you exceed your own limits.

Qualities sought in emerging leaders: Fit with the company culture: One can only perform in a compatible environment, regardless of skills.

The global business trend that will most influence corporate performance in the future: The rise of the new risk/highly regulated environments which affects corporate performance on the negative side.

BUSINESSWEEK: The World's Most Influential Headhunters (Continued)

Sector specialization: Investment banking, capital markets, alternative investments, financial services

Job function specialization: C-suite, division/business unit heads, managing directors

Geographical Focus: Global

Advice: Accomplish something, prove you can do it consistently, and then move on to a new challenge.

Qualities sought in emerging leaders: The passion and the will to lead.

The global business trend that will most influence corporate performance in the future: Having the right human capital to compete and win in a free-market global economy.



Burke St. John
Vice Chairman, CTPartners



Kathryn Yap
Managing Partner, CTPartners

Sector specialization: Technology, telecommunications, media, biotech/health care, industrial

Job function specialization: CEO, board members, CFOs, regional presidents

Geographical Focus: Greater China, India, Singapore

Advice: Take risks. Be original.

Qualities sought in emerging leaders: Six signposts of leadership DNA: radiate vision, management improvisation, carpe diem, flexibility, heart, learning obsessed.

The global business trend that will most influence corporate performance in the future: Currently, the hot topic is global warming! Even in Asia, more and more corporations are sensitive to this trend and have made changes to address this problem. This had led to changes within their corporations from the supply chain to logistics to products and marketing. I have never seen or observed a global trend that has such a huge impact on corporate performance.

About CTPartners

CTPartners is the performance-driven executive search firm serving clients across the globe. Committed to a philosophy of true partnership with clients, the firm offers a proven record in C-Suite, top executive, and board searches, as well as private equity and venture capital services.

With origins dating back to 1980, CTPartners serves clients with a global organization of more than 350 professionals offering unparalleled expertise in technology, media and telecom, financial services, life sciences, professional services, retail, and manufacturing.

Headquartered in New York, CTPartners has offices in Bogotá, Boston, Caracas, Chicago, Cleveland, Columbia, Geneva, Hong Kong, Jerusalem, Lima, London, Miami, Paris, Redwood City, Shanghai, Singapore, and Washington, DC.

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