Perrett Laver is a leading global executive search firm.

Owned and led by our two Founder-Directors, Dan Perrett and Simon Laver, with an Advisory Board chaired by Professor Dame Alison Richard, former Vice-Chancellor of the University of Cambridge and Provost of Yale University, we work across seven Practice Groups. Our passion is in supporting organisations that have a positive and transformative impact in society.
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Leadership is an evolutionary process. Perrett Laver consistently aims to refine its model of leadership and unpack how leadership is evolving as society itself adapts and changes. It is clear that externalities are having an unprecedented impact on what is required of organisational leaders. At the same time corporations and institutions of all shapes and sizes face a greater breadth of responsibilities and challenges.

Drawing upon our extensive global networks and relationships, we always challenge ourselves to find the next generation of leaders and compare these to the best existing talent; we motivate ourselves to discern in as shrewd a manner as possible what constitutes candidate ‘fit’ with the specific culture and nature of our client; and we seek always to ensure that the institution will consider the bold or creative appointment alongside what may be considered the safe or obvious appointment.

95% of our searches are successfully appointed and we guarantee to continue our search until an appointment is made.
Values Drivers and Societal Impact

Authentic and effective contemporary leaders can be identified in many ways. We work in environs of growth; flows of capital, resource and knowledge pinned to our pillars of excellence.

Our role is to connect the most influential and vibrant organisations with the highest capacity and most dynamic leaders – but this connection is also based on a common set of values and a shared vision for the future. As a firm we have looked to move away from the purely transactional relationship that so typifies our industry in favour of forging genuinely close partnerships with our clients. We endeavour to share risk and reward and to add value wherever we are in a position to do so. We seek to be innovative and flexible in order to best serve our client’s needs.
Moving Candidates Internationally

With Perrett Laver, global comes as standard. Our search philosophy ensures we provide your organisation with a ‘window on the world’. Targeted search which is not constrained by geographical borders and boundaries sits at the heart of our expertise.

Whether we are asked to identify and engage a field of exceptional candidates on a purely national basis or from any corner of the world we will ensure that we map the relevant ‘universe’ on an exhaustive basis.
Many firms outsource international assignments resulting in people acting on your behalf who have no understanding of your organisation and very little buy-in to the outcome. Perrett Laver manages all elements of the process ensuring you have a dedicated team who possess an acute understanding of your organisation and your search needs. The impact of dedicated resource advocating on behalf of your organisation across myriad geographies and time zones is transformational.

Responsibility for every aspect of global search sits exclusively with Perrett Laver; our offices across EMEA, Asia Pacific and the Americas work closely together rather than competitively, enhancing our reach unconstrained by geographical boundaries or decentralised operational frontiers. Our international offices do not compete, they collaborate.

Our highly experienced multi-lingual researchers conduct original, intensive, and global searches for each assignment, engaging in articulate, sensitive, and well-informed advocacy on behalf of our clients.
Moving Candidates Across Sectors

Our philosophy of search without borders applies as much to industry verticals as it does to geography. Search is no longer a sector-specific activity; organisations are seeking new models of candidate to address rapidly evolving leadership challenges and agendas. We recognise the importance to our clients of identifying and engaging with candidates who have the ambition, drive and flexibility to transcend sectoral boundaries.

Our methodology ensures that we identify, engage and secure candidates from across industry verticals.

We conduct an exhaustive research strategy, aimed at covering organisations, individuals and networks that intersect with our client’s requirements but which will also yield candidates widely from across the private, public and non-profit sectors. Our advocacy to candidates and qualitative assessments ensure a fit for both client and candidate.
Our desire to build sustainable and enduring relationships with both clients and candidates is key to our approach. We take a relational approach, undertaking an extensive consultation period and maintaining open and transparent communication throughout the search. Last year, 88% of our searches were on behalf of returning clients. We share risk with our clients and do not advocate a ‘leverage’ consulting model.
Diversity is About Methodology

The efficacy of our values-based approach to executive search is contingent upon the use of innovative research methodologies to seek out the best talent wherever it may be found.
Running through the centre of every search is the imperative of diversity. Unearthing people from a wide variety of backgrounds who can genuinely reflect the needs and values of the client organisation is key.

We consistently promote diversity above and beyond best practice and legal obligations; diversity is central to each search.

Across our seven practice groups, there is a real variation in terms of the diversity challenges currently being faced. The challenge continues to appoint women to leadership roles and while we have seen an increase in appointments of those in under-represented communities, there remains a difficulty that needs to be addressed.

In all searches, Perrett Laver seeks to identify the most able candidates and also to understand candidates’ profiles contextually to ensure equality of opportunity. This is not tokenism; it is simply a pragmatic response to finding the best candidate for a role. We believe in actions not words; meritocratic hires, not quotas. Commitment to diversity underpins every search we conduct.
The probability of success in securing the appointment of an outstanding preferred candidate is greatly increased when the search firm plays a part at each and every stage, contributing both to the management of highly professional administrative processes and to the on-going and deepening relationship with candidates.

Our clients expect and receive an independent consultation, allowing us to play back to our clients internal and external perceptions. In the position of being the “third-party” we are able to engage candidates in an honest and candid conversation and can convey this back to our clients alongside our connections within the sectors in which we work to ensure that there is multiple cross referencing upon candidates’ fit and achievements.

Our searches are supported by experienced administrative support offering flawless process control. We offer professional experienced advice throughout the search at all stages and our attendance at consultation meetings at the start of each process is crucial in setting out key deliverables for the process. We work closely with our clients to ensure that throughout the search timely and effective lines of communication are maintained at all times and play back feedback from both internal and external sources where appropriate.
Adding Value Through Robust Process
Our Invitation

As one of the world’s leading executive search firms, Perrett Laver has a depth of relevant experience, a powerful search methodology, rich sector knowledge, and a values-based commitment across each of the sectors in which we work within our Practice Groups which has enabled us to provide outstanding professional service to our clients.

We would be delighted to discuss ways in which we can support your organisation in its quest to identify, engage and secure the leaders of tomorrow.

www.perrett-laver.com
Exceptional Global Reach

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