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On the Talent Horizon

Sponsored by:



Presented By:

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*Executive Vice President
& Managing Director*

Agenda

- **DHR Overview**
- **Key Facts Overview**
- **What traits and capabilities do corporations look for in executives?**
- **5 Categories of Executive Presence and the Sixteen Executive Traits**
- **Executive Development Strategies**
- **Summary**
- **Questions**

DHR International: A Top 5 Executive Search Firm

Who is DHR International?

- For over 20 years DHR International has been a leading, privately held provider of executive search solutions with approximately 50 offices spanning the globe.
- DHR's consultants specialize in all industries and functions in order to provide unparalleled senior-level executive search, management assessment and succession planning services tailored to the unique qualities and specifications of our select client base.



Sampling of DHR Placements in Supply



ADAM AIRCRAFT

Vice President, Supply Chain



APPLICA CONSUMER PRODUCTS, INC.

Vice President, Supply Chain



COMPUSA

Vice President, Supply Chain Management



DANKA (AQUIRED BY KONICA MINOLTA)

Senior Vice President, Supply Chain



EINSTEIN NOAH RESTAURANT GROUP

Vice President, Supply Chain

Sampling of DHR Placements in Supply

» ISOTONER®

ISOTONER

Vice President, Supply Chain



POLO RALPH LAUREN

Vice President, Global Supply Chain



SUZLON ENERGY LTD.

Vice President, Legal - Supply Chain Management - India



TEXAS INSTRUMENTS

Vice President, Supply Chain



ZALE CORPORATION

Vice President, Supply Chain

Key Facts – Did You Know?

- The "Fortune 500" is a business list of the 500 largest companies in the United States
- Only eight black executives have ever made it to the Chairman or CEO position of a "Fortune 500" listed company
- Of these eight executives, only five remained as of 2009
- On July 1, 2009, Ursula Burns became the first black woman to head a Fortune 500 company



Key Facts – Did You Know?

- WASHINGTON, July 17 /PRNewswire-HISPANIC PR WIRE/ -- A recent study on African Americans on boards of directors of Fortune 500 companies commissioned by The Executive Leadership Council® found that the number of board seats held by African Americans has declined since its inaugural board report released in 2004. The percentage of African Americans on corporate boards decreased from 8.1% in 2004 to 7.4% in 2008, a .7 percent decline (from 449 corporate board seats to 413).
- "African Americans lost ground in the boardrooms of corporate America between 2004 and 2008," said Dr. Ancella B. Livers, executive director of The Executive Leadership Council's Institute for Leadership Development & Research.



5 Categories of Executive Presence

- Business Intelligence Characteristics - Analytical skills and setting high standards
- Leadership and Interpersonal Relationship Characteristics - Inspirational Leadership and Humility and Leadership to leverage diversity
- Risk-Taking Characteristics -Creativeness in solving problems
- Performance Improvement Characteristics – Real results that are documentable and sustainable Leadership to leverage diversity
- Self Development Characteristics – Understanding yourself and seeking feedback



16 Executive Traits

Business Intelligence Characteristics

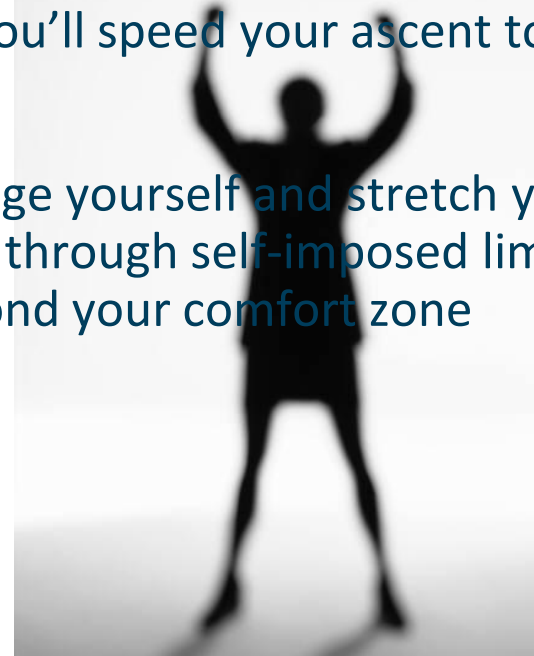
1. **Stand Out by Thinking Strategically:** Elevate your sights by taking a strategic approach to your work. Your “big picture” perspective will prove you’re a leader, not just a manager
2. **Take a Whole Company Perspective:** Think outside the cubicle and learn the ins and outs of your organization. You’ll discover opportunities to demonstrate your value and advance your career
3. **Learn the Language of Finance:** Speak the language of leaders. Understanding and communicating in financial terms allows you to show your worth where it matters most – the company’s bottom line



16 Executive Traits

Risk Taking Characteristics

4. **Capitalize on Ambiguity and Change:** Stand confidently above those who waver or are threatened by uncertainty. Leaders are revealed and careers are made for those able to navigate stormy seas
5. **Exceed Your Expectations...And Theirs:** Catapult your career by being proactive and looking for opportunities where others aren't looking. Champion innovative improvements and you'll speed your ascent to higher levels of responsibility
6. **Move Beyond Your Comfort Zone:** Challenge yourself and stretch your capabilities. Conquer self-doubt and break through self-imposed limitations by seeking out opportunities to move beyond your comfort zone



16 Executive Traits

Interpersonal Relationship Characteristics

7. **Communicate Clearly:** Build confidence, trust and credibility by speaking clearly and persuasively. Your reputation as a top notch communicator will place you in high demand for challenging and rewarding assignments
8. **Lead – Don't Just Manage:** Move beyond the manager role to influence events and those around you. As a leader, you'll inspire and motivate others by advocating what's best for the organization, not just your work group
9. **Share The Limelight:** Enhance your reputation as a confident leader by sharing recognition with others. You'll boost morale, trust and teamwork, as well as opportunities for your advancement

16 Executive Traits

Performance Improvement Characteristics

- 10. Prioritize Your Projects:** Improve your productivity, influence and reputation for high-level achievement when you focus on the things that matter most. Not only will you be a peak performer, you'll maintain a healthy balance in your life
- 11. Refine Your Thinking Skills:** Make the best decisions thanks to your solid thinking skills. You'll get noticed (and rewarded) for your ability to understand and solve complex tasks, analyze issues and concerns and think back from the desired outcome
- 12. Develop Discernment:** Navigate stormy, difficult waters when you steer by your inner compass. Follow the truth that is inside and you'll make the most ethical decisions for you and your organization



16 Executive Traits

Interpersonal Relationship Characteristics

- 13. Know Thyself:** Understand what drives you, who you are and what you can do. You'll find personal fulfillment and professional success by capitalizing on your strengths and minimizing your mistakes



- 14. Seek Feedback:** Encourage feedback to demonstrate your passion for self-development and desire to contribute to your company's success. You'll achieve your full potential and help others achieve theirs, as well

16 Executive Traits

Interpersonal Relationship Characteristics

- 14. **Sharpen And Expand Your Skills Through Training:** Increase your growth potential by investing in the most important asset you possess – yourself. You'll be more marketable within your company, as well as the increasingly competitive global marketplace
- 15. **Gain Confidence:** Build your confidence by influencing decisions, motivating others and improving your performance. As a confident, self-developed leader, you won't be intimidated by failures or self-imposed limitations



Executive Summary

The organizational rules of the workplace are constantly shifting; Yesteryear's successful business paradigms are almost null and void.

- Executives are not only accountable for profitability, but they are also being forced to lead in a more complex environment which requires more skill and nuance.
- Although diversity in the executive levels of organizations has been shown to enhance profitability and model socially responsible leadership, one viable pool of candidates – **black women executives** – are often overlooked, particularly at the executive levels. This is true even though they are better prepared than ever.

