

Stephens Associates, Ltd.

480 South Third Street | Columbus, Ohio 43215 | 614.469.9990 | 614.469.0177 Fax

RECAP OF 1999

Growth

Stephens Associates continued to experience exceptional growth in 1999, following a strong 20% increase in '98, due primarily to our association with very successful major corporations that continue to enjoy leading and expanding positions within their respective markets. We have continued our practice of soliciting performance feedback from our clients, and 1999 yielded the highest marks to date, particularly with respect to the effectiveness of our Executive Search process and the thorough national / international research that has been the trademark of our work. Consistent with an ongoing objective of our staff, *candidates again in '99 rated Stephens Associates as the best executive search firm* with which they have worked, naming a detailed understanding of the client and position parameters, exceptional professionalism and a thorough communication process throughout the assignment.

Systems

1999 saw the complete upgrade of our systems, to include a new data network, advanced database capacity, yielding major improvement in our communication capabilities. The internet is now a significant resource for our research.

Services

During the last year, we have become more involved in assisting clients in the development of behavioral interviewing instruments, the review and refinement of their hiring processes, and in outlining career development programs for high potential employees / candidates brought into the organization. We continue to assess the selected candidates utilizing the "Leadership Competencies" developed through our clients Career Architect™ Competency models.

LOOKING FORWARD

2000

Heading into 2000, the essential element of business success remains people, having the right persons in the right positions and having leaders that can and will lead. We are excited about the prospects for the coming year, and are pleased to work with companies focused on continuously improving the caliber of leadership and the capabilities of their people.



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Fit

It is more important than ever that the personal style and behavioral / managerial competencies of the successful candidate are conducive to the existing culture of the organization, enabling the newly hired executive to make a quick and effective transition.

“Been there, done that”

The ability to match the experience and skill of the candidate with the specific needs of the client is critical, as companies expect incoming executives to make an immediate impact on their business, necessitating early decisions and a good understanding of the business environment.

Speed

The pace of business requires a certain “sense of urgency” in the hiring process, and we need to support the leadership of our client companies with excellent industry research information; our screening and communication must be timely, accurate and complete.

Technology

Wow! Not only has new technology had a dramatic and favorable impact on our process, but also on the demands of our clients who are seeking executives who have great experience in applying technology to every functional area of the business.

This requires a progressive view of the marketplace and a forward-thinking approach to integrating technology.

Diversity

The rate of change in the present environment means that executives must be not only comfortable in managing a diverse organization, but understand its importance and value in advancing the objectives of the business.

Screen, Screen, Screen!

The paradox of the hiring process balances the change, movement and speed of the present world with the ever critical need of thoroughly investigating and understanding the background and track record of a candidate for an executive position. Stephens Associates is assuming an even greater role in representing the interests of our clients. We have also expanded our resources to provide complete assistance in background and reference checks.

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