



EMA PARTNERS  
INTERNATIONAL

*Identifying talent in a  
crowded and complex market  
is an art as well as a science.*



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*Anyone can hold the helm  
when the sea is calm.*



## Global Reach and Local Experience

### - Introduction to EMA Partners

EMA Partners is an executive search firm with more than 40 offices around the globe. For over 25 years we have partnered with multinational corporations, governments and not-for-profit organizations across a variety of industry sectors and functional areas.

We have built a global partnership of executive search professionals into one of the largest executive search firms in the world. We are dedicated to satisfying the senior executive search and talent management needs of our clients.

*EMA Partners is a retained executive search firm supporting key markets around the globe.*





## Market, Vision and Focused Expertise

### Dedicated and Personal Service

We ensure that our clients are comfortable and confident with our service. Our partners and consultants have developed long-lasting relationships with individuals and organizations.

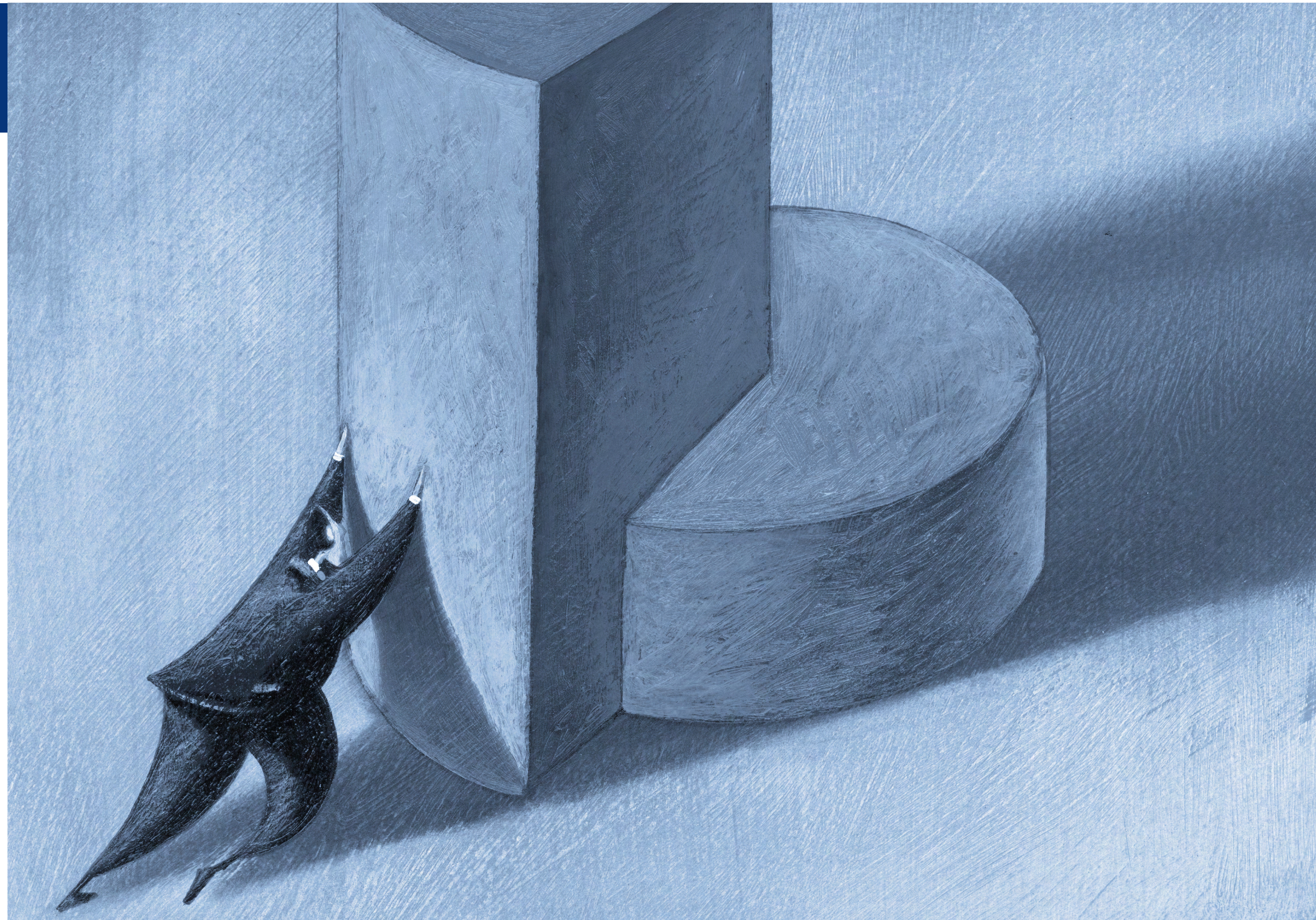
### Commitment to Delivering Results

We value client relationships and are committed to exceptional ethical standards, working with integrity, professionalism and an objective to deliver what is promised.

### Global Reach, Local Knowledge, Consultant Expertise

Our partners and consultants' expertise and knowledge of local markets is combined with, and complemented by our global search capabilities.

*Dedicated to personal service and committed to delivering results.*





## Our Firm and Our People - Excellence in Executive Search

Our firm is committed to identifying executives and leaders who exemplify extraordinary management capability, exceptional business acumen, and who possess the drive to succeed.

Our unique global structure, where all our partners are equity shareholders, allows us to easily share knowledge and resources, foster an entrepreneurial approach and ensure long-term stability in every office. This stability has supported the development of long-lasting relationships, where we work together as a collaborative team, committed to satisfying our clients' needs.

*In today's challenging market, the need to identify and retain the right talent is one of the top priorities for any organization.*



## What to Expect from EMA Partners

### Approach

Our style is personal, and our approach is client-focused. Our goal is to establish long-lasting relationships, and to continually and consistently bring “best in class” talent and leadership to our clients' organizations.

For every assignment we meet with our client to complete an in-depth orientation and assignment analysis. The insight that we garner from our initial meeting is essential to providing a solid understanding of our client's needs.

Following that, we conduct thorough due diligence on the role and on the organization. We schedule meetings with key stakeholders in order to further understand strategic business and functional objectives, as well as gaining an appreciation for the organization's operating structure and corporate culture.



## Industry & Functional Practices

At EMA Partners we understand the market. In most cases, our consultants have worked in the industry that they support, and often, they have been on the customer side of the business as well. Our clients partner with us because we know their business, and they have confidence in us because we understand the current landscape of the marketplace.

They also know that we are well networked globally, nationally and locally. We have established international practice groups to address the very specific needs of the following industries, functions and specialties:

### Industry Practices

- Healthcare & Life Sciences
- Industrial
- Consumer, Retail & Services
- Technology & Communications
- Financial Services
- Energy & Natural Resources
- Government and Not for Profit

### Functional Practices

- Board / CEO Services
- Financial Officers
- Information Technology Officers

### Specialty Practices

- Education
- Global Payments & Transaction Services



*EMA works diligently to stay abreast of market trends, the competition and demands for talent.*

## Subject Matter Experts

EMA's Practice Groups are strategically developed to support our clients in every area of their business. We are subject matter experts across all functional areas and undertake a variety of highly specialized assignments. We are subject matter experts in all functional areas, undertaking a variety of highly specialized assignments.

Over the years we have identified exceptional candidates around the globe. Our clients benefit from our experience and from the knowledge that we have in their specific fields. As a result, they are able to capitalize on the strategic relationships that we have established with leaders throughout the market.





## Our Services

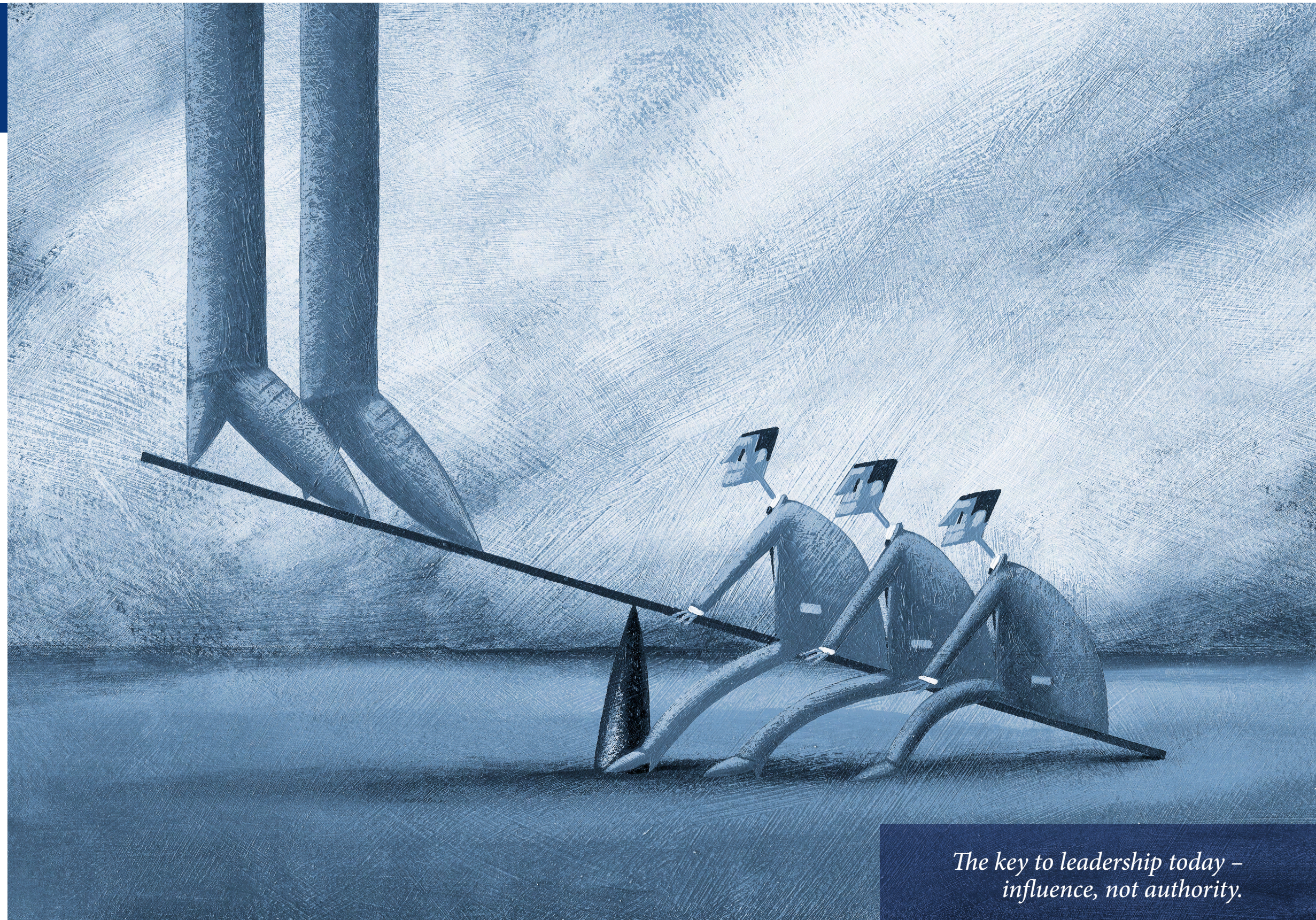
At EMA Partners we ensure that we are aligned with the needs of our clients, so that we can deliver a service that is unparalleled, and second to none. We provide our clients with the following services:

1. Executive Search
2. Leadership & Organizational Assessment
3. Research

## Our Experience

Ultimately our clients' success is our success – we have developed relationships with our clients, around the globe.

1. Our clients include some of the world's largest corporations, as well as many small and medium size companies.
2. We conduct over 2000 assignments annually.
3. We support our clients across the public, private and not for profit sectors.
4. We know the marketplace and we are well networked locally, nationally and globally.
5. We pride ourselves on our dedication to service and personal attention – providing a value added service is our specialty.



*The key to leadership today –  
influence, not authority.*



## Our Process

### Identifying Talent

After solidifying the details of the mandate we develop a customized search strategy. Our dedicated research team undertakes a systematic search for qualified executives that are a fit to the criteria and mandate.

- We have over 100 consultants worldwide, who have relationships with thousands of talented leaders.
- EMA Partners has a robust database, containing thousands of candidates and client contacts across all major industries.

### Assessment & Presentation

- Once we have identified candidates that have the necessary expertise and skills for the role, we ensure that the candidate's personality and intellectual depth is complementary to our client's organization and culture.
- We meet with our client to discuss a final short list and present comprehensive reports on each candidate. We work in partnership with our client to select the final candidate and assist with the negotiation and presentation of an offer.



*Boards and their C-level executives identified talent management as their greatest challenge and most critical strategy that leads to success.*



## Our Worldwide Offices

### EMA Partners International

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W1B 4BD London United Kingdom  
[www.ema-partners.com](http://www.ema-partners.com)

#### AMERICAS

Bogota • Boston • Calgary • Chicago • Lima • Mexico City  
Miami • Montreal • New York • Sao Paulo • Toronto

#### ASIA PACIFIC

Bangalore • Beijing • Chennai • Guangzhou • Gurgaon  
Kuala Lumpur • Mumbai • Seoul • Shanghai • Singapore  
Tokyo

#### EUROPE, MIDDLE EAST AND AFRICA

Amsterdam • Barcelona • Brussels • Copenhagen • Durban  
Dusseldorf • Helsinki • Johannesburg • Lisbon • London  
Milan • Moscow • Paris • Reykjavik • Riyadh • Stockholm  
Warsaw • Zurich