



**PEOPLE MATTER**  
Not everything is online

# Index

|                          |    |
|--------------------------|----|
| EMA Partners at a Glance | 01 |
| Mission and Vision       | 02 |
| Expertise                | 03 |
| Capabilities             | 04 |
| Process and Strategy     | 05 |
| Process and Strategy     | 06 |
| Global Leaders Snapshot  | 07 |
| Worldwide Presence       | 08 |

# EMA Partners at a Glance



Established in  
**1988**

For over 30 years, EMA Partners have partnered with corporations, governments and not-for-profit organizations across industry sectors and functional areas.



One of the leading Executive Search firms

We are a global boutique search firm with an expanding partnership of international executive search professionals and subject matter experts who are dedicated to satisfying the senior executive search and talent management needs of our clients.



**40+**  
Offices



**33**  
Countries

**Our unique global structure, where all of our Partners are equity shareholders, fosters an entrepreneurial approach and brings long term stability to our practice.**

EMA Partners has developed functional and specialty practices that provide clients around the globe with focused expertise. Within each of the practices, we have subject matter experts with years of industry-specific experience, and they possess the knowledge and like-mindedness of clients and organizations that understand the importance and value of acquiring the right talent.

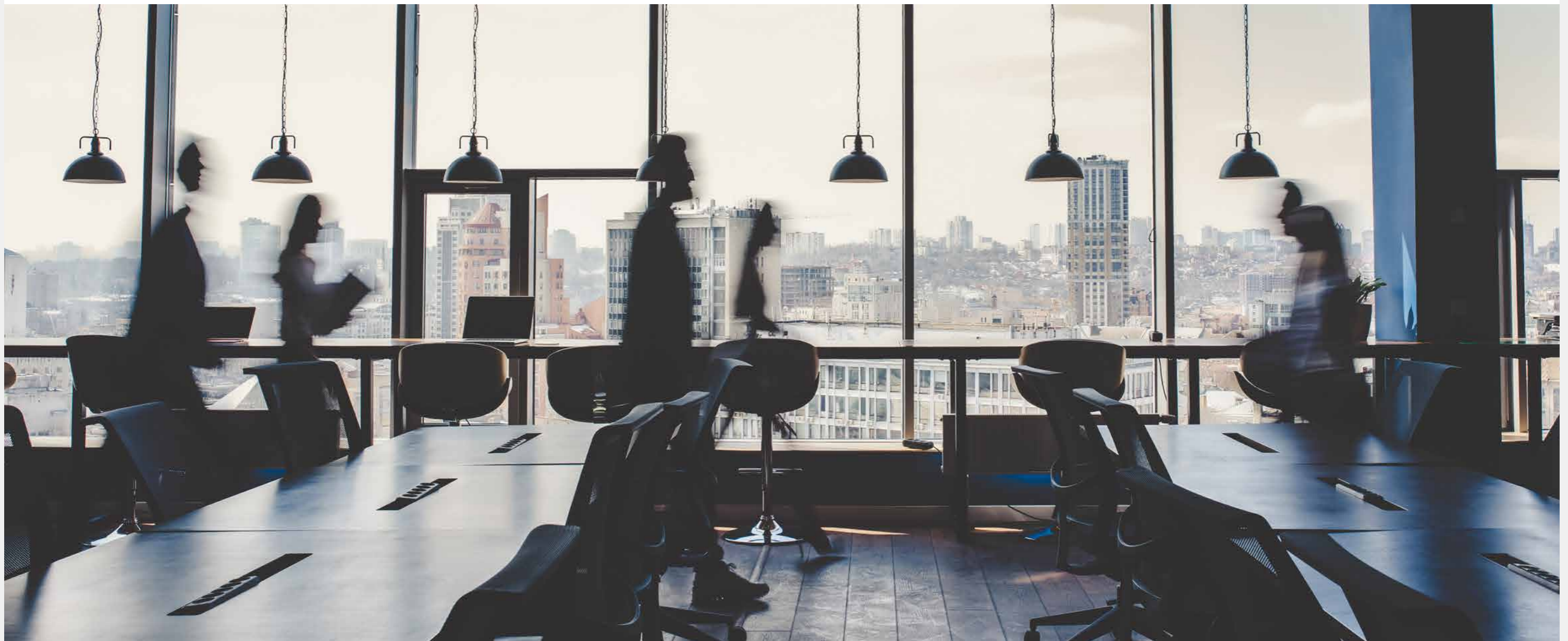
# Mission & Vision

Our mission is to provide executive search and leadership advisory solutions that will enable our clients to consistently meet their business goals.

**We do this profitably by leveraging our superior industry knowledge, along with globally researched intellectual property in the field of leadership talent acquisition and development.**

Our vision is to be a trusted advisor and build a best-in-class diversified human capital business in geographies of interest and to be an organization of choice for all stakeholders.

To provide meaningful long-term careers for our consultants with opportunities for non-linear growth and wealth creation.





# Expertise

---

## Executive Search

Superior industry knowledge combining extensive local experience and global reach. Domain specialists add cutting edge industry knowledge to every engagement.

- ★ Executive Search
- ★ Board Search
- ★ Strategic Team Acquisitions

## Leadership Advisory

More than 40 years of validated research to help organizations and leaders succeed in a dynamic world by making smart people decisions, resulting in superior performance.

- ★ Leadership Assessments
- ★ Senior Executive On-boarding
- ★ Coaching
- ★ Team Effectiveness
- ★ High Potential Identification
- ★ Succession Planning
- ★ Competency Modelling
- ★ M&A Integration Services

---

## Market Intelligence

Deep industry and business research to every engagement through our experience and a wide network of industry relationships.

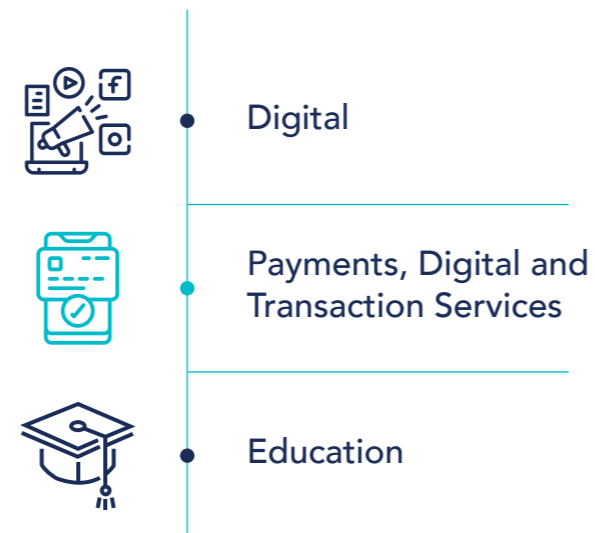
- ★ Industry Talent Analysis
- ★ Compensation Benchmarking
- ★ People Movement
- ★ Organogram

# Capabilities

## Industries



## Specialties



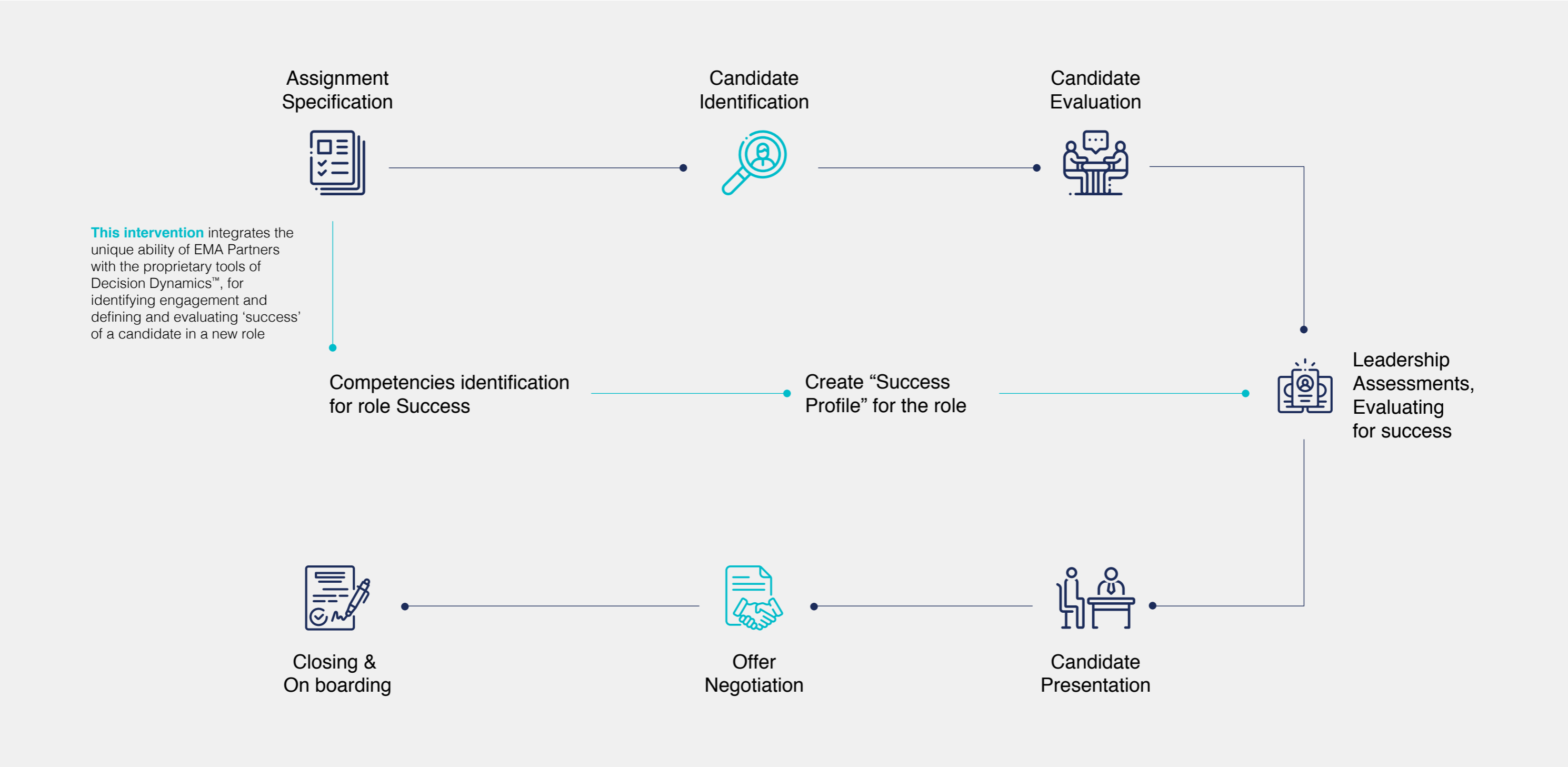
## Functions



# Process & Strategy

## How we add value to our Search Process

A Success Profile™ captures the leadership competencies required for being successful in a role



# Process & Strategy

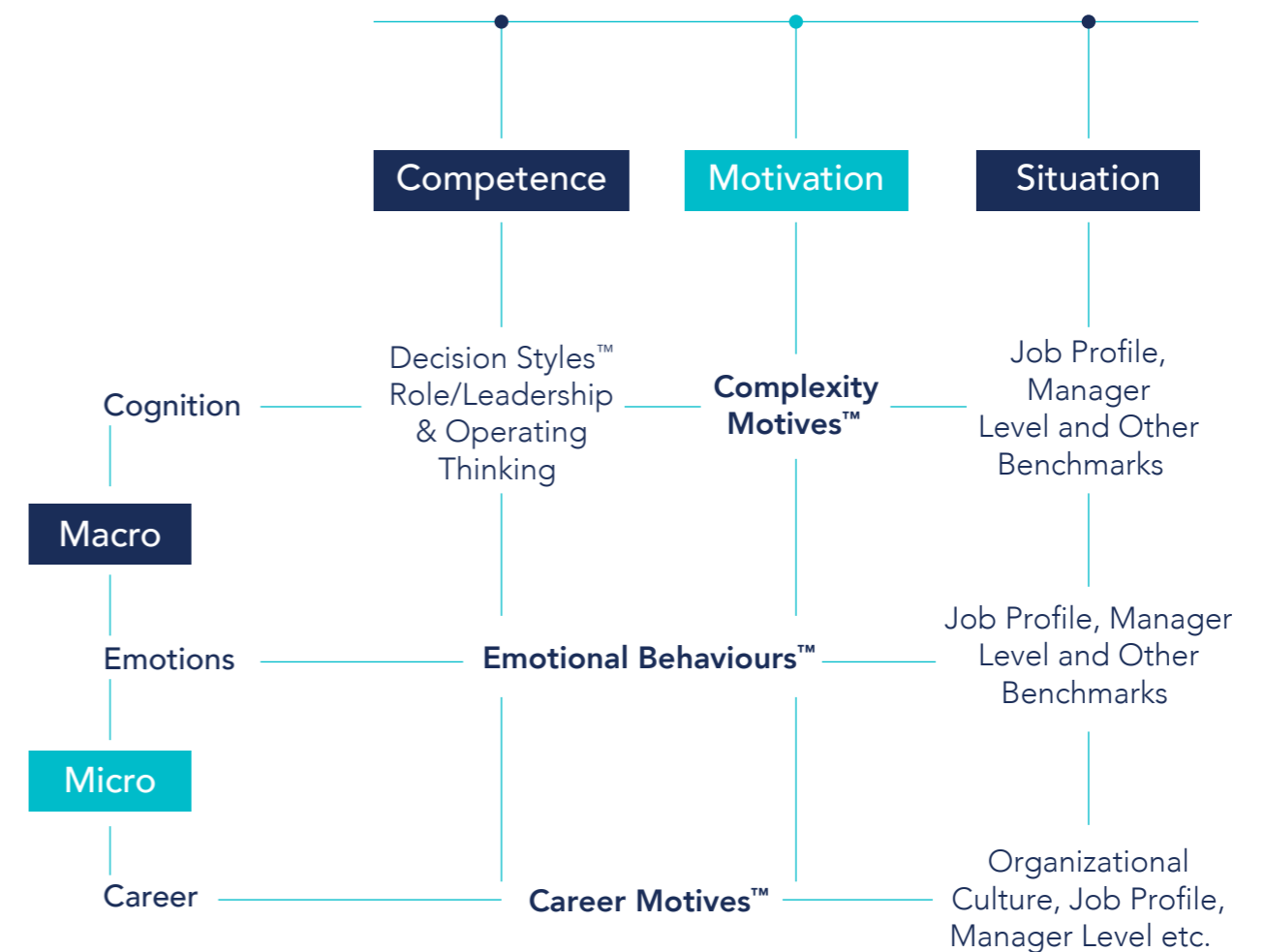
How we add value to our Advisory Process



We support organizations in achieving these goals



Our proprietary tools assess dynamic fit between behaviour and situation, identifying engagement levels of a leader



# Global Leaders Snapshot

---



**Alberto Miranda**

---

Global Chairman



**Dick Sbarbaro**

---

VP Business Development & Professional Standards



**Chris Hardy**

---

VP Finance & Legal



**Sylvie Vercruysse**

---

EMEA Chair



**Chris Pantelidis**

---

Americas Chair



**K Sudarshan**

---

VP Marketing & APAC Chair



**Philippe Eyer**

---

VP Partner Development



# Worldwide Presence

---



---

Amsterdam  
Bangalore  
Bangkok  
Barcelona  
Bogotá  
Boston  
Brussels

Buenos Aires  
Chennai  
Chicago  
Copenhagen  
Delhi NCR  
Dubai  
Düsseldorf

Frankfurt  
Helsinki  
Hong Kong  
Istanbul  
Johannesburg  
Kiev  
Lima

Lisbon  
London  
Madrid  
Mexico City  
Miami  
Milan  
Montreal

Mumbai  
New York  
Oslo  
Paris  
Prague  
Riyadh  
Santiago

São Paulo  
Shanghai  
Singapore  
Stavanger  
Stockholm  
Tokyo  
Toronto

Warsaw  
Zurich



[www.ema-partners.com/](http://www.ema-partners.com/)

©2021 EMA Partners. All rights reserved under International Copyright Conventions  
No part of this publication may be reproduced, stored or transmitted in any form or by any means including: electronic, mechanical, photocopying, recording or otherwise, without the written permission of EMA Partners.