

Lead Story: [Executive Recruiters See Shrinking New York Market as Opportunity for Talent Growth](#) 1

Ranking: [Hunt Scanlon](#)  
[New York Power 60](#) 5

Spotlight: [Start Spreading the News: New York Will Be Back](#) 6

## Executive Recruiters See Shrinking New York Market as Opportunity for Talent Growth



No matter how much business activity is taking place in London, Hong Kong or Dubai, New York City rules as the world center of commerce and deal making. From Wall Street and its stock exchanges to the bustling world of retail, fashion and high tech, millions of people and billions of dollars come in and out of the City every day.

To be sure, the stalwarts of industry and commerce dominate here still: **AIG**, **Colgate-Palmolive**, **Verizon**, **Avon**, and **Pfizer** are just a few of the scores of Fortune 500 giants that call the Big Apple home. In recent years, New York City also has become a destination for top technology players. Four companies — **Amazon**, **Apple**, **Facebook**, and **Google** — have established big offices along the Hudson River, from Midtown to Lower Manhattan. With their expansion, comes fresh hiring. Or at least that was the plan until the pandemic struck seven months ago.

### An Emptying City

Now that we are in the final weeks of 2020, we are beginning to see the havoc that the pandemic has heaved on business from the West Side to the East Side, and from Midtown to Wall Street. New York City, like most major business centers around the world, has been a ghost town for months. Instead of face-to-face meetings — an essential part of deal making across the City — it is technology like Zoom to which business leaders have turned to create new ways of interacting. Travel in and out of the City is down 90 percent by most estimates and that means few other places have taken the body blow that New York City has absorbed.

"New York City has been absolutely impacted," said Brian McGowan, a managing partner at **ZRG**. "Businesses and decision makers have felt the worst of the pandemic here. The city is occupied by ghosts, the on-the-go culture has been altered, and the typical long business day has been replaced by 15-minute Zoom meetings from the Hamptons."

New York City as a result has shrunk, said Mr. McGowan.

"Businesses are relocating and following talent to new regional centers, which more often than not offer lower taxes, talent rich environments, and better quality of life." That said, he noted, businesses and markets here will come back. "The winners have kept their eyes on the challenges, changes and growth opportunities," he said. Technology, for one, is being embraced not only as a means of communication, but also for distribution and commerce.

---

*"Low switching costs for talent makes every market more competitive and this is true for New York City as well. For those willing to widen the aperture of their geographic lens, it can take what might otherwise look like a shrinking market and turn it into an opportunity for talent growth."*

---

"We have quickly educated and assimilated our clients and our candidates to a digital environment," Mr. McGowan said. And that has created a silver lining of sorts for top executive recruiters who ply their trade here: "More communication, better transparency, and decision making based on data and analytics. Our clients are finding a more efficient search process, shortened and de-risked."

"The biggest change in New York since the dawn of the pandemic has been, obviously, the emptying of the city," said Dale E. Jones, CEO of **Diversified Search**. "The energy is beginning to pick up, slowly and cautiously, but never in our lifetimes could we have imagined the most dynamic city on the planet essentially going silent. It has been like something out of a movie."

### A Bigger Pool for Top Talent

As such, everything has been affected — from Broadway to executive hiring, said Mr. Jones. "But there is no shortage of ingenuity in New York, so it's really no surprise that large companies and non-profits have worked quickly to manage the new world order." Sectors in New York that have been most stressed by the pandemic — Wall Street, healthcare, the arts — are now seeing a clearer picture of the future, he added. "And, as such, they are looking for the right talent to navigate it. Many of them have discovered, the hard way, that they did not have the right talent to negotiate a once-in-a-century pandemic."

*(cont'd. to page 2)*



The world's largest  
HR specialist search  
and recruitment firm.

Frazer Jones delivers not only  
the most sought after HR talent,  
but a true and unmatched  
HR advisory experience.

Since 1985, we've partnered  
with clients to deliver HR talent  
at the top of their field to clients  
across the globe.



Discover more at  
[www.frazerjones.com](http://www.frazerjones.com)

"Everyone suddenly working remotely has definitely affected the market for talent, but not in the ways I think a lot of people would have expected," Mr. Jones said. "A lot of business leaders were surprised by how quickly and efficiently their workforces adapted to remote work. I believe this will be the lasting change for business, and especially for C-suite talent." Before the pandemic, he noted, it would have been unheard of to hire C-suite talent that was not committed to working in headquarters or physically in an office. "The shift to remote work now has many companies reconsidering this old model. And that means the pool for top talent just got a whole lot bigger."

"We are, and always have been, a very high-touch firm, which has proved to be enormously helpful in the COVID-19 crisis," said Mr. Jones. "Foremost, what clients want is reassurance that the quality of the talent pools generally and the search process specifically would not be adversely impacted by restrictions on travel and the lack of in-person contact. But we have been doing digital interfacing with candidates for a long time, so this was not really new to us. We have been able to quickly pivot and explain to our clients how this was all going to work and why it would not impact their search for top-flight leaders."

#### Recruiting Next Generation Leaders

"There is a mass talent exodus of talent from New York City right now, which makes it a very competitive market," said Mike Myatt, the founder and chairman of **N2Growth**. "Getting good talent to stay, while having a more traditional employer base react to accommodating distributed workforce dynamics in senior roles, is a challenge." A silver lining is already starting to show for 'switched on' employers, he said. "For organizations willing to embrace the new normal, they can lean-out traditional cost structures and upgrade talent levels at the same time by not making everything New York City centric. Smart employers no longer concern themselves with where someone works, just that they work. This is an advantage for those who seize it."

"Low switching costs for talent makes every market more competitive and this is true for New York City as well," Mr. Myatt added. "Some may think it's an 'employer's market' given the number of unemployed here, but it is never really an employer's market when it comes to tier-one talent. For those willing to widen the aperture of their geographic lens, it can take what might otherwise look like a shrinking market and turn it into an opportunity for talent growth."

"Unlike many of our competitors who laid off or furloughed staff, or worse yet, altogether closed their doors, we have aggressively grown during this time to serve the needs of growth minded companies," said Mr. Myatt. "Distributed workforce dynamics make the traditional hiring models and methodologies almost obsolete. Smart employers understand this and are looking for a different type of leader going forward. We're helping clients attract the next generation of leaders who care less about where they work, and more about why and how they work."

"We're helping clients find leaders who are the ultimate player-coaches," Mr. Myatt said. "Those

(cont'd. to page 4)

who can both lead and contribute, and who understand the hidden value that can be unlocked with self-led teams. There has never been a time in recent history where access to a pool of highly gifted, diverse leaders possessing 10-pound brains are so readily available to employers who have the right vision and perspective."

#### Businesses, and Leaders, are Adapting

"What sets New York City apart from other large cities is its energy; there's something about the hustle and bustle of New York that you can't find anywhere else," said Justin Cerilli, leader of the New York City and Stamford, Conn., offices at **Russell Reynolds Associates**. "While some of that energy is missing as locals and tourists have left altogether or gone virtual, the energy is still there, along with the 'we are in this together' spirit. Whether walking down the street or strolling through Central Park, the comradery is there as we recognize that everyone is going through this challenging time and, as New Yorkers, we need to band together."

The smartest businesses with the best leaders are realizing that they can no longer wait for COVID-19 to be over. "Businesses are adapting, leaders are adapting, and they are moving forward on key roles across industries in New York City," Mr. Cerilli noted. "Organizations are also assessing whether they have the right leadership and culture to not only get them through this crisis, but shape how the company will work moving forward. An opportunity that has come from this situation is that remote working has proven itself to be a more sustainable and flexible method of work. Clients and candidates are now fully adjusted to working remotely, resulting in more flexibility as people have shown that remote work indeed works. The challenge for leaders is to determine how this will impact their culture as we adapt to the new normal through and after COVID-19."

"For us at Russell Reynolds, the shift to video calls has really humanized our relationships with our clients – we see their lives, their kids, their pets," he observed. "It adds a whole new dimension to these people we typically see in a very corporate light. Being even more flexible is another big adjustment that we as a firm have embraced. We recognize that everyone is adjusting and playing it by ear, so sometimes we have to respond to client needs in new ways, like organizing socially-distanced meetings in backyards."

"We believe the pandemic has forever changed the demand for technology in the executive search world and, like our clients, a race to find and build better processes using technology has begun," said Kevin Mahoney, partner at **Bay Street Advisors**. "In our target market, financial services, there has always been an insatiable demand for technology and data from our clients. That demand has always been fueled by two pursuits: the search for a competitive advantage in the markets and an improvement in operational efficiency to reduce costs."

#### First Order of Business: Survival

Executive search has always lagged in these areas as it is first and foremost a 'people business,' Mr. Mahoney said. "Technology can improve efficiencies in a search process and result in a better overall product for our clients, but a search still requires a high level of human touch at both the client and candidate (cont'd. to page 4)

# sheffield haworth

## Specialist Knowledge Global Reach

Sheffield Haworth is a leading global executive search and talent management firm focused on delivering the best human capital solutions. With over twenty-two years of deep industry knowledge and 12 offices spanning Europe, Middle East, Asia Pacific and the Americas, we partner with clients in the financial services, professional services and technology sectors to provide tangible resourcing solutions to their talent needs and business goals at senior management levels.



[sheffieldhaworth.com](https://www.sheffieldhaworth.com)

Contact us at:  
[america@sheffieldhaworth.com](mailto:america@sheffieldhaworth.com)

New York | Boston | Chicago | San Francisco  
London | Geneva | Dubai | Mumbai | Delhi  
Shanghai | Hong Kong | Singapore | Sydney





# Diversified Search

ADVANCING LEADERS.  
TRANSFORMING ORGANIZATIONS.

**TURBULENT TIMES CALL  
FOR GREAT LEADERSHIP.**

**THAT'S WHY GREAT  
LEADERS CALL US.**

**1.800.732.6666**

**WWW.DIVERSIFIEDSEARCH.COM**



**A MEMBER OF  
ALTOPARTNERS**

level that simply cannot be replaced. In fact, we have always prided ourselves on meeting our candidates and clients in person no matter where they are in the world. The pandemic and WFH mandate have, of course, taken away that practice for the time being, forcing us to rely heavily on technology more than ever before."

Another interesting dynamic is the realignment of coverage within search firms. "We've observed those with either too narrow of a focus or too broad of a coverage struggling to maintain business at pre-COVID levels," Mr. Mahoney noted. "As a result, we're seeing smaller firms either merge with one another to survive or their consultants have chosen to join larger competitors. Many of the larger search firms, on the other hand, have reduced headcount across markets that have been hit hardest by the pandemic."

### Further Impacts In New York City

"We are seeing search consultants working remotely more efficiently," says Clark Beecher, managing partner of **Beecher Reagan**. "The search processes are speeding up because clients are more accepting of us using video. Candidates are working remote and many are looking to leave New York City for good. Of the last 20 candidates we spoke with, 17 are already in the process or are currently looking to redomicile by year end."

"So, this does not shrink the market, it allows talent to be more fungible across city and state boundaries," Mr. Beecher says. "I think it is excellent from a supply perspective. The companies that are embracing it from a demand outlook are enjoying a short-term competitive advantage in recruiting."

Paul Heller, co-leader of the financial services practice and managing partner of the New York office at **Caldwell** said that firms that "foster a collaborative culture benefit from having practitioners with strong internal relationships, which in turn can maintain unity during this remote working period. Better managed firms can selectively use this time as an opportunity to strategically invest in new partner talent," he said. "Search professionals at SHREK firms (**Spencer Stuart, Heidrick & Struggles, Russell Reynolds Associates, Egon Zehnder, and Korn Ferry**) have some uneasiness about compensation given their tendency to have a black box component to their comp model."

### Invest in Talent Wisely

Mr. Heller also noted that declining pools of fees being paid by clients shrink the market more than remote working. He tells his clients to "spend your investment dollars on talent wisely, but don't forego this opportunity to have access to talent that can jumpstart or accelerate the execution of your strategic plan." For Chris Pantelidis, managing partner at **EMA Partners**, the importance of New York City cannot be overstated. "The majority of major businesses across North America have offices in this city and some of the best leadership talent in the world can be found right here, particularly in the financial services, consumer markets, and high-tech sectors."

Once the pandemic subsides, he said, "there will be a very strong desire for people to want to relocate to New York," making the city a destination of choice as it has always been. "There will be long lasting effects on New York, yes. But the City is resilient."

## Hunt Scanlon New York Power 60

<b>Acertitude</b> Type: Generalist   Consultants: 2	<b>Rick Derose/Kevin O'Neill</b> (212) 861-0002	<b>Kirk Palmer Associates</b> Type: Retail/Wholesale/Beauty/Cons   Consultants: 4	<b>Kirk Palmer</b> (212) 983-6477
<b>Agility Executive Search</b> Type: Generalist   Consultants: 3	<b>Patrica Lenkov</b> (212) 535-2275	<b>Korn Ferry</b> Type: Generalist   Consultants: 48	<b>Anthony LoPinto</b> (212) 687-1834
<b>Atlantic Group</b> Type: Generalist   Consultants: 82	<b>John Ricco</b> (212) 271-1181	<b>The Lapham Group</b> Type: Insurance/Financial Services   Consultants: 3	<b>Craig Lapham</b> (212) 599-0644
<b>August Leadership</b> Type: Generalist   Consultants: 11	<b>Kim Bishop</b> (917) 472 7837	<b>Leathwaite</b> Type: Financial Services   Consultants: 6	<b>Paul Groce</b> (646) 790-3185
<b>Battalia Winston</b> Type: Generalist   Consultants: 7	<b>Dale Winston</b> (212) 308-8080	<b>Long Ridge Partners</b> Type: Investment Management   Consultants: 26	<b>Michael Goodman</b> (212) 366-6686
<b>Bay Street Advisors</b> Type: Financial Services   Consultants: 25	<b>Kevin Mahoney</b> (646) 278-4321	<b>Major, Lindsey &amp; Africa</b> Type: Legal   Consultants: 35	<b>Jon Lindsey</b> (212) 421-1029
<b>Beecher Reagan</b> Type: Generalist   Consultants: 4	<b>Clark Beecher</b> (877) 550-8787	<b>Marlin Hawk</b> Type: Generalist   Consultants: 9	<b>Suzanna Butler</b> (347) 348-4746
<b>Boyden</b> Type: Generalist   Consultants: 4	<b>Carlyle Newell</b> (908) 598-0400	<b>McDermott + Bull</b> Type: Generalist   Consultants: 1	<b>Sue Waterbury</b> (917) 680-6778
<b>Braddock Matthews</b> Type: Asset Management   Consultants: 8	<b>Derek Braddock</b> (212) 257-4422	<b>N2Growth</b> Type: Board & C-Level Search   Consultants: 30	<b>Mike Myatt</b> (800) 944-4662
<b>Bridge Partners</b> Type: Higher Ed./Non-Profit   Consultants: 6	<b>Tory Clarke</b> (212) 685-2705	<b>NGS Global</b> Type: Generalist   Consultants: 2	<b>Larry Fraser</b> (212) 626-6630
<b>Buffkin/Baker</b> Type: Digital Mktg./Non Profit/Media/Ent./Gov.   Consultants: 5	<b>Raj Das</b> (929) 436-0920	<b>Odgers Berndtson</b> Type: Generalist   Consultants: 11	<b>Steve Potter</b> (646) 553-4758
<b>Caldwell</b> Type: Generalist   Consultants: 12	<b>Paul Heller</b> (212) 652-6113	<b>ON Partners</b> Type: Tech/Consumer/Life Sciences/Industrial   Consultants: 4	<b>Marc Gasperino</b> (201) 280-5788
<b>Capitus Associates</b> Type: Financial Services   Consultants: 5	<b>Burke St. John</b> (646) 902-9036	<b>Options Group</b> Type: Financial Services   Consultants: 75	<b>Michael Karp</b> (212) 982-0900
<b>Catalyst Advisors</b> Type: Healthcare/Life Sciences   Consultants: 3	<b>John Archer</b> (212) 775-0800	<b>Opus Advisors</b> Type: Financial Services   Consultants: 10	<b>Holly McCarthy</b> (203) 454-1109
<b>CBK Partners</b> Type: Financial Services   Consultants: 4	<b>Sumi Kang</b> (212) 755-7051	<b>Phillips Oppenheim</b> Type: Non-Profit   Consultants: 11	<b>Becky Klein</b> (212) 953-1770
<b>Daversa Partners</b> Type: Growth Stage/Venture Backed   Consultants: 31	<b>Paul Daversa</b> (646) 490-4604	<b>PierceGray</b> Type: Financial Services   Consultants: 3	<b>Matt Hamlin</b> (678) 361-3310
<b>David Barrett Partners</b> Type: Asset & Wealth Management   Consultants: 5	<b>David Barrett</b> (212) 710-8840	<b>The Prince Houston Group</b> Type: Asset Management   Consultants: 4	<b>Marilyn L. Prince</b> (212) 313-9891
<b>DHR International</b> Type: Generalist   Consultants: 26	<b>Frank Spencer / Jeanne Branthover</b> (212) 883-6800	<b>Riviera Partners</b> Type: Engineering/Product/Design   Consultants: 12	<b>Glenn Murphy</b> (877) 748-4372
<b>Diversified Search Group</b> Type: Generalist   Consultants: 15	<b>Tracy M. O'Such</b> (212) 542-2590	<b>RSR Partners</b> Type: Generalist   Consultants: 6	<b>Graham Michener</b> (212) 984-1800
<b>DMC Partners</b> Type: Financial Services/Fintech   Consultants: 4	<b>David McCormack</b> (212) 626-6698	<b>Russell Reynolds Associates</b> Type: Generalist   Consultants: 67	<b>Justin Cerilli</b> (212) 351-2000
<b>DRG Search</b> Type: Non-Profit   Consultants: 20	<b>David Edell / Dara Z. Klarfeld</b> (212) 983-1600	<b>Sheffield Haworth, Inc.</b> Type: Generalist   Consultants: 12	<b>Julian Bell</b> (212) 593-7119
<b>Egon Zehnder</b> Type: Generalist   Consultants: 37	<b>Patrick O'Brien</b> (212) 519-6000	<b>Solomon Page Group</b> Type: Generalist   Consultants: 100	<b>Lloyd Solomon/Scott Page</b> (212) 219-0697
<b>EMA Partners</b> Type: Payments/Digital/Education/Tech./Fin. Svc   Consultants: 5	<b>Chris Pantelidis</b> (212) 808-3077	<b>Spencer Stuart</b> Type: Generalist   Consultants: 36	<b>Thomas Daniels</b> (212) 336-0200
<b>Frazer Jones</b> Type: Human Resources   Consultants: 20	<b>Brad Law</b> (646) 717-9839	<b>SRI</b> Type: Sports/Media/Entertainment/Tech   Consultants: 4	<b>Jay Hussey</b> (212) 471-5008
<b>Goldsmith &amp; Co.</b> Type: Asset Management/Fintech/Family Offices   Consultants: 6	<b>Joe Goldsmith</b> (212) 419-1239	<b>Stanton Chase</b> Type: Professional Services   Consultants: 2	<b>Mickey Matthews</b> (212) 739-0761
<b>Grace Blue</b> Type: Media/Marketing/Communications   Consultants: 15	<b>Claire Telling</b> (646) 779-0395	<b>StevenDouglas</b> Type: Generalist   Consultants: 15	<b>Jonathan Bolton</b> (201) 647-4297
<b>Heidrick &amp; Struggles</b> Type: Generalist   Consultants: 78	<b>Elizabeth P. Simpson</b> (212) 867-9876	<b>Third Street Partners</b> Type: Asset Management   Consultants: 6	<b>Laura K. Pollock</b> (212) 886-1095
<b>Herbert Mines Associates</b> Type: Retail/Cons. Products/Fashion   Consultants: 10	<b>Brenda Malloy</b> (212) 355-0909	<b>True</b> Type: Generalist   Consultants: 19	<b>Joe Riggione</b> (646) 434-0319
<b>Hobbs &amp; Towne, Inc.</b> Type: Genl Tech; ClnTech/EgyTech & Sust   Consultants: 4	<b>Steve Bishop</b> (212) 382-7410	<b>WittKieffer</b> Type: Generalist   Consultants: 2	<b>Kim Brettschneider</b> (646) 233-0703
<b>JM Search</b> Type: Generalist, Private Equity   Consultants: 5	<b>John Warrack</b> (212) 868-9600	<b>ZRG</b> Type: Generalist   Consultants: 7	<b>Larry Hartmann</b> (212) 327-9406

## SPOTLIGHT

## Start Spreading the News: New York Will Be Back



*Steven B. Potter, managing partner of **Odgers Berndtson** in New York, has spent over two decades as a founder, CEO and senior executive of several financial services executive search firms, all based in midtown Manhattan. Mr. Potter recently sat down with **Hunt Scanlon Media** to discuss how the business climate has*

*changed in New York City since the COVID-19 pandemic started. He shares his views on what this market will look like moving forward as many New Yorkers continue to adapt to working from home. And he discusses the importance of innovation and reinvention alongside a constantly shifting and evolving market.*

**Steve, New York City is the epicenter of global executive recruiting. Discuss some of the changes you see happening in the market since the pandemic began seven months ago.**

New York was severely impacted by the pandemic, and the city has a long way to go before it gets back to normal. Most offices are still closed; an unheard of five percent of apartments are now vacant; and there's rising concern about the safety, cleanliness and quality of life in the city. These factors, combined with the fact that most companies have found remote work far more efficient than expected, have made NYC-based companies less desperate to return to the office. But there will be a return in some form or another. New York isn't going to stop being New York; it will just be a little different.

**Is remote working shrinking the market?**

New York City's size – its diverse array of companies and talent – has been its biggest asset for centuries. Maintaining a presence in New York gives companies access to the largest talent geography in North America. But remote work has the power to change this paradigm, because when companies adopt remote or semi-remote employee structures, they suddenly have access to a far wider talent pool. Now, employees can be based in Pittsburgh or the Berkshires or a bungalow in the Virgin Islands. So, the city's future, as I see it, depends largely on how many companies pivot to remote work. If it's just a few tech companies doing it, New York's isn't going to change much; but if the majority of major companies in any given industry go remote, we'll see upper-level employees moving out of the city and its suburbs, and this may have real implications for the region's talent market and underlying economics. That said, I suspect that, for most companies, a fully remote model is unrealistic. It is hard to build relationships, meet new clients and oversee acquisitions without seeing people in person. So, I think most companies will opt for a fusion of in-office and remote work, and as evidence I would point to the rising real estate prices at the outer edge of the New York's commute range.

**How has this changed the housing market in the New York suburbs?**

The semi-rural housing markets in western Massachusetts, northern Connecticut, eastern Long Island and northwestern New Jersey are on fire right now, which to me implies that talented professionals are expecting to spend a day or two in their offices in the city and the rest of the week working from home in the country. If this turns out to be true, it will have a significant effect on the commercial and residential real estate market in New York. On the commercial side, it will lead to different workspace configurations and smaller footprints for companies. On the residential side, it may finally depress apartment prices and make the city a more affordable place for people to live.

---

*"Maintaining a presence in New York gives companies access to the largest talent geography in North America. But remote work has the power to change this paradigm. because when companies adopt remote or semi-remote employee structures, they suddenly have access to a far wider talent pool."*

---

**What are some of the biggest changes to come?**

When I was a younger recruiter, I thought nothing of flying halfway across the country to have lunch with someone, but I don't think recruiters – or sales managers or just about anyone – will do that anymore. Companies are realizing they can drastically cut travel budgets – and increase employee productivity – by hosting all but the most important meetings on Zoom or a similar platform. This will certainly impact the airline industry, and even the restaurant industry in places like New York, but it's going to save employees a lot of time and lower their stress levels. On another note, companies have a wider understanding of, and healthier respect for, external risks, whether they derive from pandemics or geopolitics. As a result, I think we will see a proliferation of new risk-mitigating functions in companies. Odgers Berndtson's healthcare practice, for example, is predicting a huge uptick in workforce health officers whose role will be to integrate health considerations into a company's operational structures. I also think that the supply chain problems that companies experienced in the early days of the pandemic have demonstrated the risks inherent to globalized supply chains. Companies will take steps to offset these risks. They may, for example, destigmatize the idea of surplus, especially when it comes to crucial materials – e.g. minerals and metals – that can be sourced from only one location. This isn't the first time we're going to see regional shutdowns from a virus event. And next time it happens, some companies will be prepared.

*(cont'd. to page 7)*

**Since the start of the pandemic have you seen clients delaying or pausing search assignments?**

There have been different phases. We saw a pause from early April to May, but almost all of our searches restarted after that. Certain industries like education and healthcare (the latter of which saw three months of revenue loss) have been especially hurt by the pandemic, so there's not a lot of activity in these industries; they're not delaying searches so much as not starting them in the first place.

*"Simply enduring a crisis is never enough; companies need to emerge from this crisis stronger than they entered it, and to do this they need two things: First, they need to continue to attract and retain talented employees. Second, they need to foster a company culture that promotes innovation."*

**How have you adapted?**

When it comes to remote hiring, we have seen a big difference between verticals. We have closed a few C-level searches entirely on Zoom, but most CEO and C-suite searches still require in-person meetings between the finalist candidates and the client. With the C-minus-one level, however, remote completions are far more common and, in some industries, may become the norm. As far as our firm's operations go, Odgers Berndtson's philosophy is that we've got to keep on innovating and trying new things, especially if there's a chance that our competitors are sitting still. We have broadened our offerings in major ways and opened four new lines of business this year. Our interim business (Odgers Interim) and our mid-market business (the Berwick Group) were announced this summer, but you'll have to wait on news of the other two; they'll be announced shortly.

**What would you like to say to your clients about weathering the storm?**

Simply enduring a crisis is never enough; companies need to emerge from this crisis stronger than they entered it, and to do this they need two things: First, they need to continue to attract and retain talented employees. Second, they need to foster a company culture that promotes innovation. The bankruptcies we've seen in the COVID era are rarely the pandemic's fault alone; in most cases, there was an existing weakness in the company that made it vulnerable to the economy-wide disruption we've seen in the last few months. This weakness generally comes from their failure to innovate, and their failure to reinvent themselves alongside the constantly evolving market.



**We are experts in filling  
key management and  
executive positions  
locally and globally.**



**We offer exceptional personalized  
services to our corporate clients  
and our candidates.**

**Our major search practice areas are  
Industrial Products,  
Aerospace & Defense and  
Consumer Products**

**OUR MISSION:**  
**To provide executive placements for the  
long-term success of our clients.**

**OUR VISION:**  
**To be the Retained Executive Search  
Company of choice by meeting our  
client's needs and always exceeding  
their expectations.**

**CONTACT US: 805-573-6255**





For executive recruiters,  
**Hunt Scanlon's webinars**  
 can generate **new**  
**business leads** and **build**  
**better brand awareness.**



- Reach and qualify more business prospects
- Build greater brand awareness
- Leverage Hunt Scanlon's vast corporate audience
- Position your firm as an industry leader
- Streamline your marketing process
- Expand your industry, functional and global reach

Interested?  
 Email [michael@huntscanlon.com](mailto:michael@huntscanlon.com) today!

## Federal Reserve Bank of New York Launches Search for Chief Diversity Officer

The Federal Reserve Bank of New York has retained Chicago-based **Hanold Associates** to lead its search for the organization's first chief diversity, equity, and inclusion officer. Keri Gavin, Sandra Peña, Jason Hanold and Katrina Prospero are leading the assignment.

"We are honored to serve an organization that is playing such a vital role in our economy and collective well-being, while searching for such a critical role," said Mr. Hanold. "In partnering with CHRO Lacey Dingman, this leader will be crucial in helping to transform the organization, and in influencing the equity and inclusion in the Federal Reserve Bank of New York's evolving culture."

The chief diversity, equity and inclusion officer is a newly-created, mission-critical role in the Federal Reserve Bank of NY. The role involves oversight of all diversity, equity, and inclusion (DE&I) programs throughout the bank, the largest in the Federal Reserve System.

---

*"Working at the Federal Reserve Bank of New York positions you at the center of the financial world with a unique perspective on national and international markets and economies."*

---

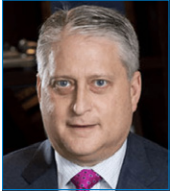
"Working at the Federal Reserve Bank of New York positions you at the center of the financial world with a unique perspective on national and international markets and economies," Mr. Hanold said. "The incoming leader will work in an environment with a diverse group of experienced professionals to foster and support the safety, soundness, and vitality of our economic and financial systems. It is a challenge that demands the skills of a financial service professional and the intelligence of an academic—all combined with a passion for public service."

"As chief diversity, equity, and inclusion officer, candidates will bring the capacity to lead change by informing, influencing and inspiring others, with passion and values focused on people, inclusion, engagement and culture," said the search firm. "Qualified candidates will be non-traditional leaders who can drive transformation & change and unlock balanced leadership to accelerate performance throughout the organization."

Hanold Associates is looking for candidates who have a proven track record of driving organizational culture change, and leading others to understand, commit to and consistently communicate the value of inclusion, diversity, belonging and equity. The right executive will possess a passion for and a commitment to DE&I with experience in developing and implementing unique and nontraditional DE&I strategies. In addition, they should have strong collaboration skills, a focus on positive intent and an interest in ensuring strong relationships. An ability to partner effectively with others in the pursuit of common goals is also essential.



## The Key to Coping: Focus on the Silver Linings



Scott Page is a founding partner, and a managing director of **Solomon Page**, a Manhattan-based provider of staffing solutions (temporary, contract, temp to perm, project staffing, direct hire and executive search) and heads the financial services division since the firm's inception in 1990. He has nearly three

decades of experience in the executive search industry and is widely respected as a market leader in the recruitment of senior financial services professionals on a global basis across both developed and emerging markets. He recently sat down with Hunt Scanlon Media to discuss what the current New York City market looks like. He also shares how his firm has been conducting business during this volatile time.

### Scott, having worked in the city for so long what are some changes you've seen since the pandemic began?

As a search firm based in Manhattan, our company has encountered a number of unique and heartbreaking circumstances during the past three decades in business – including 9/11, the financial crisis in 2008-2009 and Hurricane Sandy, and now a global pandemic as a result of COVID-19. Each one of these difficult set of challenges created the necessity to evolve and learn as we persevered to become stronger and better prepared to build the best possible business. We are committed to pulling together and becoming a closer-knit firm and acting as a leader in the New York City community so we in some way benefit from this experience both on a professional and personal level.

*“Our focus is on safety, continuity, communication, character, and community/collective spirit. Our firm has taken this approach to both our relationships internally and externally as we manage this unprecedented set of challenges and business conditions”*

### Is remote working shrinking the market here?

As an industry based upon interpersonal relationships, the realities of physical distancing have created a transformational opportunity to stay connected to our colleagues, clients, and candidates, as well as demonstrate our strengths as a diverse organization with a shared set of core values. While the job market and hiring trends have most definitely been in flux since the onset of the pandemic, we have held true to our core value of adaptability to not only survive but thrive during these unprecedented times. It is inevitable that certain industries have been significantly

(cont'd. to page 11)



## Reimagine Executive Search

Move your business forward  
with modern executive  
recruiting software.



Search Management



Client Collaboration



Candidate Sourcing



Data & Analytics



[thrivetrm.com](http://thrivetrm.com)

## ➤ PRIVATE EQUITY ➡

With more detailed insight on the critical talent issues facing the private equity sector, Bain & Company's collaboration with Hunt Scanlon will allow us to work together to develop solutions that drive value creation.

**Take the  
Survey Today!**

**BAIN & COMPANY** 

**Hunt Scanlon | Mediä**  
Leadership Intelligence

impacted, but due to our extensive infiltration across a wide array of functions and industries, the ability to pivot and redirect our efforts to those sectors have proven successful.

### **What are some of the adjustments that Solomon Page has made during the pandemic?**

At the onset of the pandemic, the Solomon Page leadership team established a strategy called "The Five Pillars of Strength" as a foundation for navigating the "new normal" we are currently experiencing in every aspect of our lives. Our focus is on safety, continuity, communication, character, and community/collective spirit. Our firm has taken this approach to both our relationships internally and externally as we manage this unprecedented set of challenges and business conditions.

### **What has been the biggest shift in business?**

As a firm that, prior to COVID-19, met with clients and candidates daily, working remotely has been a major shift. Although the transition to remote work happened quickly, we did so efficiently and ensured all internal employees were equipped with the right tools and technologies to guarantee no disruption in services. Additionally, the company has implemented new technologies, such as a customizable video interviewing platform, as a value add to our service offerings.

---

*"Although the perception may be that job opportunities and candidate pools are shrinking, that is far from the case.*

*Some corporations are taking the strategic approach opposite of a hiring freeze and utilizing this as an opportunity to recruit high-caliber talent they may not have had access to earlier this year."*

---

### **Can you share some advice for clients and colleagues about doing business during these challenging times?**

Focus on the silver linings that have happened as a result of COVID-19. Although the perception may be that job opportunities and candidate pools are shrinking, that is far from the case. Some corporations are taking the strategic approach opposite of a hiring freeze and utilizing this as an opportunity to recruit high caliber talent they may not have had access to earlier this year. Now with many companies more open to remote work, they are no longer restricted to hiring talent within a specific geographic area. With this major shift within the market, there are many opportunities to reinvent your organizational model as a result. For the past 30 years, Solomon Page has been committed to the well-being of the relationships we share both professionally and personally. The more we consult and collaborate, the more successful we can be, together.

## Searching for Talent Across New York...

### Helbling & Associates Assists STO Building Group in CHRO Search



**Helbling & Associates** assisted in the placement of Claudia Healy as CHRO at **STO Building Group**, a family of construction management companies headquartered in New York City. The search firm launched the assignment

at the onset of the COVID-19 pandemic. "Through constant contact, innovative screening and presentation methods Helbling & Associates was able to meet and exceed the needs of STO Building Group and conclude the search 45 days prior to the target completion," said Greg Dunkle, the organization's chief administrative officer.

### Bridge Partners Recruits CEO for Neighborhood Housing Services of New York City

New York City-based **Bridge Partners** placed Derrick Griggs and the new CEO of **Neighborhood Housing Services of New York City** (NHSNYC). Partner Toya Lawson led the assignment along with co-founder and partner Tory Clarke. "We



are pleased to successfully recruit a seasoned leader such as Mr. Griggs to lead NHSNYC," said David S. Bagatelle, board president. "Our entire organization welcomes his expertise and vision. We wish to thank the NHSNYC leadership team and entire staff for their dedication not only during this interim period but also during the global COVID-19 pandemic," he said. "I also want to thank our board, the CEO search committee and Bridge Partners for a successful search that resulted in a phenomenal next leader at NHSNYC."

### Miller Black Associates Recruits CHRO for ACA Compliance Group



New York City-based executive search **Miller Black Associates** has placed Carrie Yonenson as the new CHRO of **ACA Compliance Group** (ACA), a New York City-based provider of governance, risk and compliance advisory services and technology solutions. Ms. Yonenson

has over 14 years of experience in human resources and employment law. "In a business whose assets ride up and down in elevators each day, having an HR leader of Carrie's stature stewarding the employee experience is going to be game changing," said Shvetank Shah, CEO of ACA. Miller Black was founded in 2010 by Joanna Miller around the principle of putting limited client engagements underway at any one time. This allows the team to offer flexible, efficient, and cost-effective services, according to the search firm, without compromising quality. Functional specialties include HR, finance, marketing, operations and general management, in financial services, professional services, industrial, consumer and not-for-profit.



ODGERS BERNDTSON

Attracting the best talent  
and delivering world-  
class executive search and  
leadership advisory services

62 offices across 29 countries

300+ partners in 50+ sectors

50 years of experience

[odgersberndtson.com](http://odgersberndtson.com)



# Is Your Search Firm Seeking Funding, A Merger or an Acquisition?

**Executive search firms around the U.S. and globally are seeking capitalization...and M&A activity is rising. Every recruiting firm qualifies, no matter your size or specialization.**

If you seek guidance, an introduction to a PE firm focused on investing in this space, or if you want to **begin networking with search firms eager to grow and expand through acquisition**, we can help.



## ...Searching for Talent Across New York

### Greenwich Harbor Partners Places Four Board Members for Teach for America



**Greenwich Harbor Partners** recently partnered with New York City-headquartered **Teach for America** to expand its board of advisors and recruited Elizabeth Thompson, chief people officer of Southeastern Grocers;

Cindy Reynolds, chief philanthropy officer of Baptist Health; Riley Keys, general manager of Fanatics; and Kevin Hyde, managing partner of Jacksonville, Foley and Lardner. "We are delighted to be working on board recruiting for Teach for America-Jacksonville," said Ted Pryor, managing Director of Greenwich Harbor Partners. "In the current environment, Teach for America's mission of providing highly qualified teaching interns to resource-limited rural and urban schools is more relevant than ever. Happily, in the COVID/BLM environment, highly-qualified candidates have been eager to be considered for boards of non-profit organizations."

### DRG Seeks Leaders for NYC-Based Non-Profits

**DRG Search**, which serves the non-profit sector, is conducting searches for executive directors for two New York City non-profits: an unnamed, new family foundation and the **New York City Alliance Against Sexual Assault**. Leading the foundation search is CEO Dara Z.



Klarfeld, and Amichaim Abramson, chief strategy officer. The alliance assignment is being spearheaded by Debbie Katz, search specialist, and Yasmine Coccoli, associate. New York City-based DRG Search is a talent advisory group. Founded in 1987, the firm offers a suite of services to help non-profits search for, attract and nurture innovative, diverse leadership. It also helps organizations maximize their impact through talent assessments, transition planning, and by providing insights into compensation and organizational design.

### Christopher Group Tapped by HarperCollins to Recruit VP Diversity, Equity & Inclusion



Thomas Christopher, Pam Noble and Matthew Duda of **The Christopher Group** have been enlisted by **HarperCollins Publishers** to find a VP of diversity, equity, and inclusion. "The Christopher Group is honored to be partnering with one of the

top publishing companies as they look to build and embrace all aspects of their growing business," said Ms. Noble. "This is a unique opportunity for this new role to be a part of the leadership team and to build the diversity, equity and inclusion practice from the ground up." Headquartered in New York, HarperCollins Publishers is the second-largest consumer book publisher in the world and has nearly 4,000 employees.