



# BATEMAN COLLINS INTERNATIONAL

INTRODUCING FUTURE LEADERS TO PROGRESSIVE ORGANISATIONS

# INTRODUCING A MARKET DISRUPTIVE METHODOLOGY TO DELIVER OUTSTANDING RESULTS FOR OUR CUSTOMERS.

**“Do not go where the path may lead, go instead where there is no path and leave a trail.”**

*Ralph Waldo Emerson*

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## **Bateman Collins is a boutique Executive Search & Leadership Advisory consultancy.**

“Our mission is to introduce the best executive talent to every customer. This requires a deep understanding of our customers’ culture and strategic ambitions. We use advanced scientific techniques and sophisticated cultural assessment to achieve best fit. This has resulted in an unparalleled track record. We measure success not just on the successful introduction of an executive, but on the realisation of our customers’ strategic objectives, executive longevity, stick rate and executive promotion.”

*Barney Collins, Partner*

For any organisation to achieve its ambitions, hiring the right executive is the most critical determinant of future success. Choosing the right executive team will galvanise the organisation to achieve outstanding performance.

Selecting the right Executive Search partner is critical. Our market research has shown that:

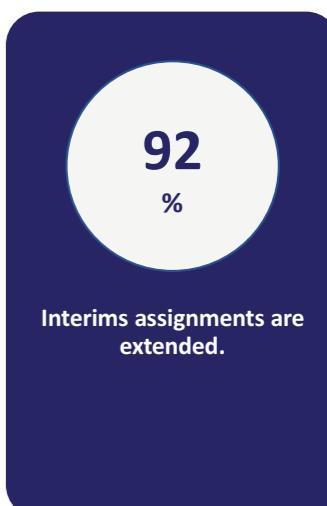
32% of searches fail to introduce an executive;

39% of new executives fail or resign within two years;

88% of executives fail due to poor cultural fit;

Bateman Collins has introduced a market disruptive methodology to transform conventional Executive Search practice.

### **Our results speak for themselves**



Figures accurate at time of publishing



# PROMOTING A PROGRESSIVE AGENDA SO CUSTOMERS ACHIEVE WORLD CLASS PERFORMANCE AND INDUSTRY BEST PRACTICE.

**“A leader takes people where they want to go. A great leader takes people where they don’t necessarily want to go, but ought to be.”**

*Rosalynn Carter*



Executive Search



Interim Management



Leadership Consultancy & Advisory



Executive Assessment,  
Benchmarking, Coaching

## ● Future Leadership

We work with clients to achieve their long term strategic agenda and judge our success accordingly. Understanding long-term business and cultural objectives and the need to adapt to future challenges helps us identify a new generation of business leaders. This has resulted in a 97% stick rate within the first two years of introduction across all positions; even more impressive on retained assignments, with a 99% stick rate across all appointments.

## ● Pre-eminent Active Networks

We nurture inclusive relationships built on high performing networks. Our consultants access an impressive global network of executives and associates, whilst continually growing this network into uncharted talent pools. By introducing senior Interim Executives, often with extensive multi-functional experience and strategic capability, we have delivered rapid mobilisation, turnaround and transformation as well as growth initiatives.

## ● Unrivalled Customer Experience

Bateman Collins offers bespoke solutions. Our teams are exceptionally dedicated to achieving your long term strategic ambitions. Traditional search firms reward their staff on achieving individual financial targets. We believe this to be a short-term measure of success and misplaced. Our consultants are uniquely accountable and rewarded on meeting core values, longer term measures of success and stringent customer-oriented satisfaction criteria.

## ● Dynamic Precision Delivery

We understand the importance of speed and precision to grow and transform your business. Our knowledge and networks provide Bateman Collins with access to readily available global talent pools. Rapid deployment of Interim Managers within 24-48 hours and benchmark candidates provided on retained assignments are two examples of practices resulting in significant time and cost savings.

## ● Leadership Insights

We produce market analysis to help firms make informed strategic and tactical decisions on leadership and strategy; talent management and performance; corporate or functional structures and analysis; remuneration and compensation; to company or brand perception. Our leadership insights have direct business critical outcomes as well as helping firms attract, assess, develop, and retain exceptional talent.

## ● Specialist Market Expertise

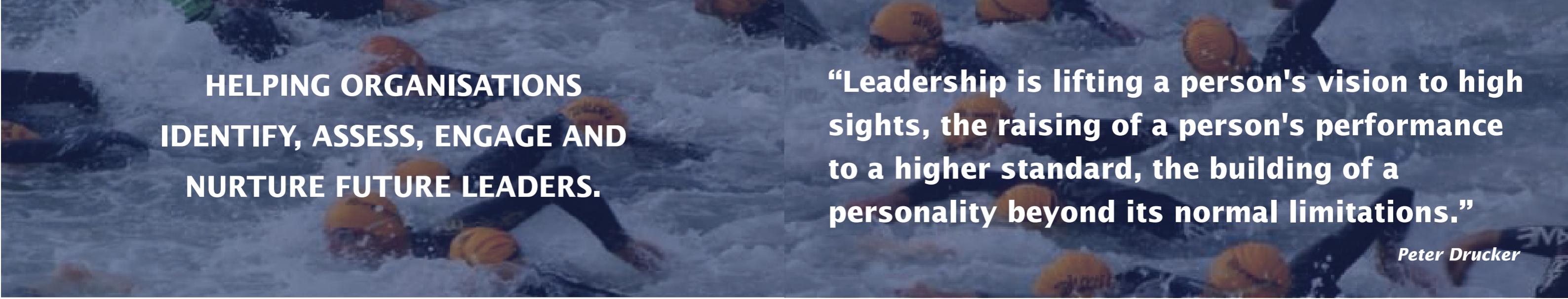
As a centre of knowledge and expertise we are informed and inspired by the industries in which we operate: Banking & Insurance, Investment Management, Professional Services and Consumer Services and Industry. Our consultants are sector and functional experts, with the knowledge and depth of understanding to evaluate, advise and deliver key assignments and tailor our consultancy services to each unique client.

## ● Cultural Profiling

Traditional search relies on mapping the competition. At Bateman Collins, we undertake a cultural assessment using our in-house cultural profiling tool. This allows Bateman Collins to target firms based on similar cultural profile and future cultural ambitions. Combining our culture-led approach with rigorous, scientific assessment has resulted in a 96% success rate on all exclusive project managed assignments since launch in 2012.

## ● Promoting Diversity

Bateman Collins is a strong advocate of diversity of thought and the inclusion of diverse and under-represented groups at Board and Executive level. We have helped our customers search further to identify diverse candidate pools by promoting best practice and taking positive action to achieve our customers' diversity agenda. By leading and promoting the diversity dialogue within our industries we aim to continually push the boundaries of best practice.



# HELPING ORGANISATIONS IDENTIFY, ASSESS, ENGAGE AND NURTURE FUTURE LEADERS.

**“Leadership is lifting a person's vision to high sights, the raising of a person's performance to a higher standard, the building of a personality beyond its normal limitations.”**

**Peter Drucker**

Since inception, we have helped organisations identify and grow emerging leaders. We understand that an organisation's continued success is built on its ability to identify, attract, develop and retain a pipeline of exceptional leaders. Encapsulated within our mission statement and central to our customer proposition, we are committed to helping our customers' achieve long-term talent objectives aligned to your strategic ambition.

We have helped organisations achieve their immediate talent objectives as well as define longer term leadership strategy. As the organisation grows and transforms, a different type of leader or structure may be needed. By asking searching questions of the organisation we help shape this progression.

We help the organisation ask the right questions to identify best in class leadership talent from competitors or other industries; to consider succession planning and bench strength; to identify high performing internal talent and to look at opportunities for cross-functional talent development. Furthermore, we have helped organisations benchmark their attraction and retention strategies against competitors or other industries.

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## How we define future leaders.

Future leaders are the leaders of tomorrow, usually at Senior Manager to Managing Director level with intelligence, ambition and energy; combined with raw potential to grow, transform and innovate their markets in the future.

The future leaders we identify and attract on behalf of our customers are high performing individuals who possess an exceptional track record of professional achievement. They have delivered significant commercial success, strategic growth or business transformation during their careers to date. We identify candidates who are recognised as emerging leaders with the functional expertise and commercial ability to drive a strategic agenda and position the organisation for sustainable growth. They possess the emotional intelligence, resilience and continual willingness to learn allowing them to successfully lead people, navigate ambiguity and build collaborative partnerships.

Bateman Collins have developed proprietary tools and frameworks to help organisations assess, develop and nurture leadership talent. These include:

**Competency 360** – a 360 degree assessment of competence across 13 leadership characteristics.

**Culture 2020** - a cultural profiling tool to help organisations define and refine their culture across 12 key components.

**Map Future Leaders** - a framework to help organisations identify, attract and grow emerging leaders. The tool can be tailored to the requirements of any organisation or candidate group and covers four stages of development.

- Identify & Prove
- Track & Engage
- Assess & Analyse
- Develop & Grow

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## How we assess future leaders.

Our Competency 360 Assessment Framework evaluates executives' competence across critical competency zones. Our methodology offers a rigorous assessment framework for evaluating executives' key competencies ranging from innovative and strategic thinking; commercial and organisational leadership; leading people and resolving conflict; to emotional intelligence and resilience.

Most importantly, Bateman Collins invests a great deal of time and energy in understanding our customers' specific cultural dynamics at the outset of any new relationship. By evaluating the organisational culture and uncovering the key competencies, which are the primary determinants of success, we are better able to ensure our candidate assessment process identifies individuals who are closely aligned to the organisational culture from the outset.

# Global Executive Search

Innovation at our core - we search further & faster.



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