

Over four decades, our mission has remained constant:

- be the best resource for superior executive talent;
- understand each client's organization and culture;
- offer thoughtful professional counsel to clients with the utmost integrity;
- establish mutually rewarding long-term relationships with clients, candidates, and fellow employees.

But we have integrated dramatic changes at the nexus of business, technology, and diversity.

Women and minorities are a growing segment of our candidate pools and successful candidates – as well as our clients. Candidate location has become less critical as remote and work-from-home continue to flourish.

Technology has been a game changer. Some of us old-timers remember spirited discussions about purchasing a fax machine. Would executive candidates really fax a “curling” resume instead of mailing crisp 32-pound paper stock?

Snail mail gave way to email and now texts are often the easiest way to communicate. Face-to-face candidate meetings are frequently preceded (or even supplanted) by video conferencing. Cell phones allow more private conversations than offices or home landlines.

Background checks can be completed in less than 72 (or even 48) hours in every state and social media provides additional insight into candidate profiles.

Everything keeps getting faster. Everyone is more accessible and expects immediate responses. But the speed of business never negates the need for ever more critical assessment and insight.

Collaborative relationships remain paramount. Without our clients, candidates, centers of influence, and employees, we wouldn't still be here. You are the reason we are celebrating this journey.

Forty years and thousands of good memories. Thank you.