

THE POWER OF PEOPLE



KENSINGTON
INTERNATIONAL 
Executive Search ♦ Leadership Development ♦ Outplacement
A CAREER PARTNERS INTERNATIONAL FIRM

August, 2016

KI's Chicago Office is Moving!



In November we will be making the big move (down the street) from the Lyric Opera building to 311 S. Wacker Drive, affectionately known as the "Cupcake Building".

311 South Wacker is a post-modern designed building in Chicago's Loop. It is currently the 7th tallest building in Chicago and the 16th tallest building in the United States. It is interestingly the tallest building in the world that is known by its address. The building is one of the most visible buildings in the Chicago skyline at night because of its lit up cylinders on top. These five cylinders are made of translucent material and are lit up by 1,852 fluorescent lights. *Source: Urban Splatter*

Quick Facts

- *Construction start: 1988*
- *Construction finish: 1990*
- *Designed by: Kohn Pedersen Fox Associates*
- *Cost: \$110,000,000*
- *Type: Skyscraper*
- *Stories: 65*
- *Maximum Height: 961 feet / 293 meters*

Learn more about the building:

<http://www.urbansplatter.com/2014/09/history-architecture-311-south-wacker-drive/>

Using Assessments for Onboarding Insights

BY CAREER PARTNERS INTERNATIONAL - OMAHA

The work of HR or the hiring manager doesn't end when an offer is made. Onboarding is the next step and an essential part of a successful human capital process. How you communicate your company's mission and values and how the new hire relates to the mission and values will set the course for his or her success in the organization.

SHRM's research shows that new employees are almost **70% more likely to stay at a company for 3+ years if they have a well-structured onboarding process**. Research also indicates that 40% or more of executives fail or quit during the first 18 months in a new position. An effective onboarding strategy and process can dramatically improve new hire

integration and retention.

Many organizations use pre-hire assessment tools to help ensure a match between the job and the person. There are a number of very good assessment tools on the market and the best are able to measure specific job-related competencies and organizational core values and how a candidate "fits" or matches those competencies/values. Too often, the results of these assessments are used for interviewing and selection decisions but then filed away and not used.

Using the assessment feedback during the onboarding phase of early employment, whether it is from a pre-hire tool or administered post-hire, can provide valuable insight for both the new hire and the manager. Getting early feedback on strengths and weaknesses and having a structured discussion on how those may impact the new hire's success in his or her role are key benefits. Discussing communication and work styles is another key benefit. Most effective pre-hire assessment tools have a development version of their reports. Consider using this valuable information to positively impact the success of your onboarding process.

Many onboarding processes include an engagement survey to gauge new hire commitment and enthusiasm. Engagement surveys can provide key data on program effectiveness but they don't provide direct benefit to the new hire and shouldn't be viewed as a substitute for individual assessment feedback. Sharing self-insight assessment feedback in the context of organizational competencies, missions, and values provides a compass to help the new hire navigate his or her integration into a new organization, a new manager, and a new set of expectations he or she needs to meet and exceed to be successful.

Kensington Continues to Grow



Daniel Feldkamp has joined KI as an Executive Vice President within the Executive Search Division. Daniel's focus will be in the manufacturing and industrial sectors with a special focus on searches for the North American subsidiaries of European companies. Prior to joining Kensington, Daniel was a Principal/Consultant with JR Bechtle & Co., a boutique executive search firm entirely focused on placing executives in the North American subsidiaries of German, Swiss and Austrian companies. He worked at Get Ahead AG, a leading German talent management firm and launched the company's first non-European subsidiary in Charlotte, NC. Additional experience includes working as an associate with Korn/Ferry International and CTPartners in London and Paris. A native of Northern Germany, Daniel grew up in Germany and the UK.

http://www.kionline.com/files/Kensington_International_Announcement_Daniel_Feldkamp.pdf

David Shpiz has joined KI as Executive Vice President within the Executive Search Division. David will lead the firm's technology practice, focusing on private equity-backed companies. Prior to joining Kensington, David was a Partner at Kindred Partners and also spent several years at Intel in marketing and product management and working as an equity research analyst in the communications software sector at Thomas Weisel Partners. He also worked with Heidrick & Struggles executing technology-related searches for venture capital, private equity and public companies. David will be based in Chicago and will manage the practice across the U.S.



http://www.kionline.com/files/Kensington_International_Names_David_Shpiz_as_Technology_Practice_Leader1.pdf

Learning by Numbers

Checking in with today's CEOs with a snippet from PwC's Annual Global CEO survey

Q: What aspects of your talent strategy are you changing to make the greatest impact on attracting, retaining and engaging the people you need to remain relevant and competitive?

Our focus on our pipeline of future leaders



Workplace culture and behaviours



Effective performance management



Pay, incentives and benefits we provide for our workforce



Our focus on skills and adaptability in our people



Our reputation as ethical and socially responsible employers



Our focus on diversity and inclusion



Our focus on productivity through automation and technology



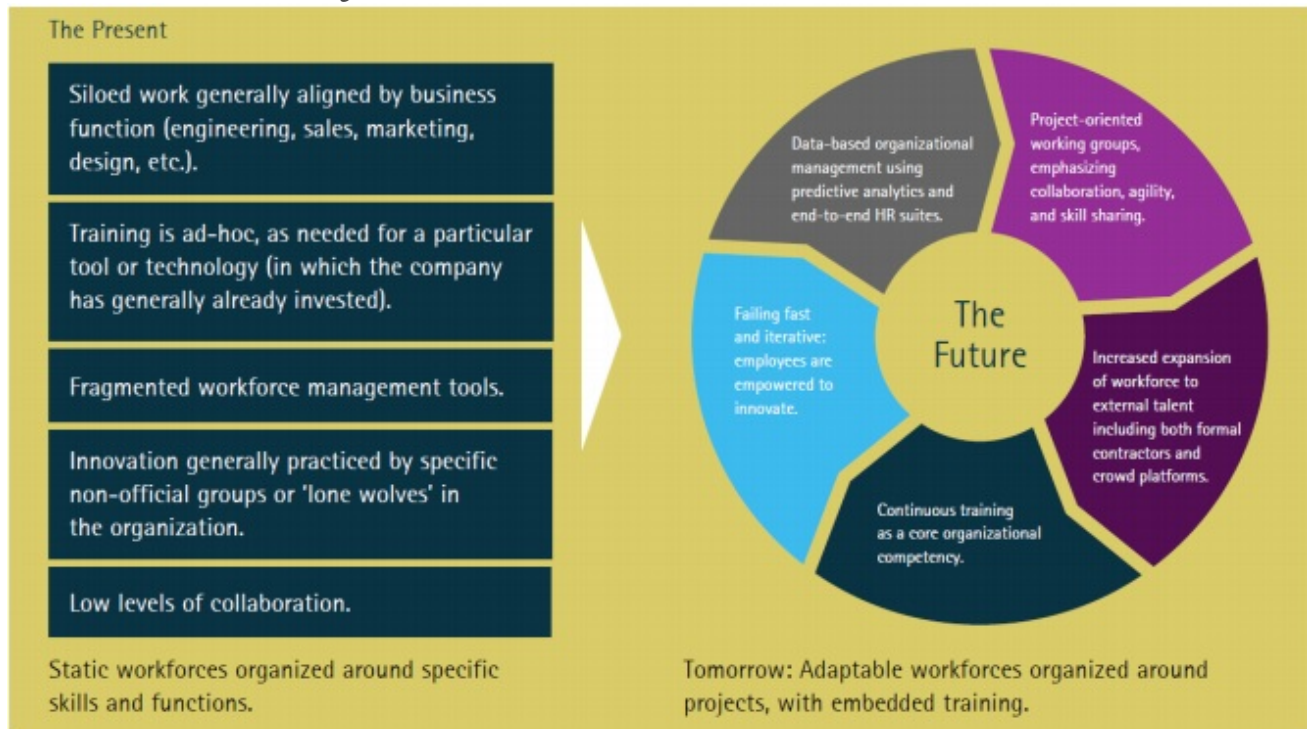
Our use of predictive workforce analysis



Source: <http://www.pwc.com/gx/en/ceo-survey/2016/landing-page/pwc-19th-annual-global-ceo-survey.pdf>

THE BUZZ

How will the workforce evolve?



New Beginnings!

Orlando McGee joins **Anixter International**, a leading global supplier of communications and security products, electrical and electronic wire and cable, and other small components, as Senior Vice President, Operations. In this role, Orlando will take the lead on the development and implementation of a world-class and global distribution and logistics strategy centered specifically on Network Optimization and Facilities Rationalization. Orlando holds two Master Degrees and has worked for high-caliber companies such as Cintas, Kellogg, and WW Grainger.

Joe Nolan joins **Dohmen Life Science Services**, a provider of intelligent outsourcing to biopharma and medical devices companies, as President. Joe brings 30 years of pharmaceutical industry experience, most recently serving as Chief Commercial Officer of Marathon Pharmaceuticals, a rare disease treatment company, and earlier as Chief Commercial Officer at Lundbeck, a global pharmaceutical company providing specialty therapies for people with disorders of the central nervous system.

Garth Jordan joins **Healthcare Financial Management Association**, the nation's preeminent not-for-profit membership organization for healthcare financial management executives and leaders, as Senior Vice President of Corporate Strategy. Garth is charged with facilitating a strategic management process and providing program management for specific strategic initiatives deemed critical to the success of HFMA. Garth has over 15 years of executive and leadership experience in for- and not-for-profit businesses and holds an MBA from the University of Colorado.

Chris Greenfelder joins **Specialty Bakery, LLC**, a high-growth baking company that manufactures frozen cookie doughs and baked good products for the foodservice and retail distribution channels, as Chief Financial Officer. Headquartered in Indianapolis, Indiana, Chris will be a key leader in accelerating the growth of the organization while optimizing the performance of the existing business.

Congratulations all around!

Kensington Gives Back

Kensington Client College Career Workshop



On August 3, Kensington International hosted a free college career workshop for college juniors, seniors and early careerists offered exclusively to relatives of our clients. The idea behind it is to help prepare these young people with everything they'll need to begin (or continue) the interview process while providing a value-add to our clients. We plan to host these workshops twice a year in our offices with our next one in January, 2017.

Separately, we are also piloting a client on-site career workshop targeting interns and early careerists to provide them with company-supported career guidance.

The costs for this program will vary depending on number of attendees. Please contact Christine Nowicki (cnowicki@kionline.com) if you'd like more information. As with all of our programs, we will customize to fit your needs.

Around the Corner

Career Partners International Partners Meeting August 23 - 25, 2016

This year Chicago and Kensington International play host for the Career Partners International partners meeting. Partners from 270 offices in 47 countries around the world will gather at the Omni Hotel to discuss global HR and talent management issues with a focus on leadership development, career transition and outplacement.





Kensington sponsors the annual HRMAC Golf Outing Wednesday, August 31, 2016.

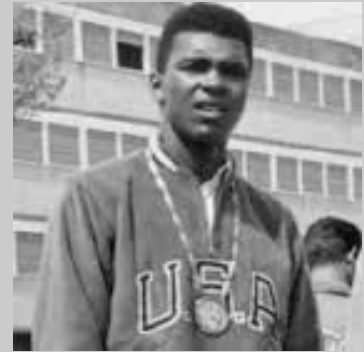
We are looking forward to a day of fun and sun with our clients. The outing will be held at the Indian Lakes Resort in Bloomingdale, IL.

Until Next Time

We leave you with this Olympic Quote . . .

"He who is not courageous enough to take risks will accomplish nothing in life."

- Muhammad Ali, gold-medal boxer



Ali won a Gold medal at the 1960 Olympic Games in Rome, Italy

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