

# TA: TODAY

LEATHWAITE

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## INTRODUCTION

Leathwaite is the world's leading executive search and leadership talent advisory firm for corporate functions, delivering an interconnected range of executive search, executive interim and data & insight services.

Since establishing the business in 1999, Leathwaite has developed key global client partnerships across a range of industry sectors, with the world's most ambitious and innovative firms.

Headquartered in London, Leathwaite has a network of international offices in Los Angeles, Dallas, New York, Zurich and Hong Kong.



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THE LATEST INSIGHT FROM GLOBAL TA LEADER, LOUISA STEAD, VICE PRESIDENT, BEIERSDORF



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# THE INTERVIEW:

## WITH LOUISA STEAD, VICE PRESIDENT PEOPLE & CULTURE, BEIERSDORF



In our latest Talent Leadership interview, we have caught up with Louisa Stead, Vice President of People & Culture North America for Beiersdorf. Louisa brings over 20 years of senior HR leadership experience to work each day at Beiersdorf the maker of skincare brands Aquaphor, Eucerin, Nivea and Coppertone.

Leading the North American People organization, Louisa has focused on building a learning culture, creating a new business model with concurrent new ways of working, digitalizing the HR function and orientating it to support a new business model. It was this leadership that enabled the business to seamlessly complete the acquisition of the iconic Coppertone brand in 2019. Her remit at Beiersdorf includes Internal Communications and Facilities Leadership, two areas that have transformed during the global pandemic.

Prior to Beiersdorf, Louisa spent a decade at Pfizer in New York and London. Louisa is passionate about uncovering and nurturing potential and is skilled at leading high potential programs for emerging leaders. While at Pfizer, she oversaw the talent planning process for the entire enterprise, including the CEO's talent and succession reviews, organizational trend analysis, and global talent planning tool.

### Q1: What do you consider to be the biggest challenge facing TA functions in the current market? How have TA functions had to adapt?

The new business reality shaped by the pandemic is delivering unique challenges to TA functions. Evolving business needs, policies and cultural norms require TA to interpret and communicate those changes to hiring managers and candidates in ways that make sense. For example, has the company defined to what extent certain positions can be remote or does TA need to field these questions from hiring managers or candidates? How well has the onboarding process been adapted to the new reality and has TA been part of that conversation? The stakes are shifting all the time and TA is on the frontline of shaping the employee experience.

### Q2: To what extent should TA be responsible for the success of candidates they help to place?

TA definitely has a role to play. TA often has accumulated an array of information about the new hire that can assist hiring managers properly onboard for success. They are the first person a potential new hire interacts with, however they mostly disappear once a candidate becomes an employee. The trust built during the recruitment process doesn't have to be wasted and can be great connectors, helping new hires start to build their networks.

### Q3: In 2020, Beiersdorf US was named Best Company for Happiness and Best Company Work-Life Balance by Comparably for small to mid-sized companies. How was TA part of the story?

It was a wonderful surprise to receive these awards. Comparably uses current employee feedback so we knew this was the true voice of our people. TA is a critical part of that success because they weave our culture into all the aspects of the recruitment process from the initial contact through to our panel interview process and the product basket all new hires receive. The recruitment process is grounded in our Core Values of Care, Courage, Trust and Simplicity and the TA team are our culture champions; they share benefits with a personal lens, they dedicate time crafting a unique interview experience for each candidate and continue their connection with candidates once they become new hires.

### Q4: What is your proudest achievement as Vice President, Head of People & Culture at Beiersdorf North America?

When our employees tell me they trust the People & Culture team. We don't set out to be the most popular group of people. We aim to be champions of our culture and do the right thing by our employees and the business. That starts with investing time with people; providing regular, clear communication; being transparent about decisions and admitting when we make mistakes.

### Q5: Thinking beyond just day-to-day responsibilities, how can TA leaders best champion diversity?

I've seen some of our best actions on diversity have come from TA building strong networks with ERGs (Employee Resource Groups). TA teams can become a resource for ERGs, spend time learning about what diverse candidates look for in a prospective employer, how your job postings are being interpreted, what are your diverse employees' experience of your interview process etc. This is rich data that can help TA adjust their practices and processes to attract diverse candidates in small but meaningful ways.

### Q6: What are the key skills / capabilities TA needs for the future?

Every company has the same access to marketing roles in the digital era and it's harder than ever for companies to stand out. So recruiters can no longer be transactional, it's about relationships. The recruiter who can effectively build and engage communities of talent will be ahead of the game. Skills like social selling, marketing / creative writing skills and strong networking and sourcing capabilities are key.

**Beiersdorf**

# THE MOVES:

## A SUMMARY OF KEY 2020 GLOBAL EXECUTIVE APPOINTMENTS BY FUNCTION

### Audit

- **Ursula La Roche** became Head of Group Internal Audit at **Swiss Re**, previously COO Compliance & Ops Risk at UBS.
- **Bernadine Burnell** joins **London Stock Exchange** as Chief Internal Auditor from TP ICAP where she was also Chief Internal Auditor.
- **Mark Pointer** is promoted to become Chief Internal Auditor at **TP ICAP**. He was previously Head of Audit, Corporate and EMEA.
- **Miguel Orue-Echebarria** moves internally at **Vodafone** to become Group Audit Director. He was previously CFO, Vodafone Spain.
- **Christian Kaufmann** appointed CIA at **Unilever**. Previously CFO, Europe.
- **Steve Sanders** is promoted internally to become Group Chief Auditor at **Bank of Ireland**.
- **Steve Evenden** appointed as the permanent Chief Internal Auditor of **Nationwide**.
- **Maria Vercoe-Rogers** moves internally at **AIB** to become Head of Group Internal Audit. She was previously Group Chief Compliance Officer and Head of Risk Assurance.
- **Toby Brown**, former COO, Japan for **MetLife**, is appointed Global Chief Audit Executive.
- **Bill Chippendale**, former Associate General Auditor at Capital One joins **Discover Financial Services** as Chief Auditor.
- **Gladys Griffiths**, former US Chief Audit Executive for RBC joins **Barclays** as Americas Chief Internal Auditor and Global Markets Audit.
- **Gilbert Gitiche**, former Chief Audit Executive at Freddie Mac joins **USAA** as Chief Audit Executive.

### CEO

- **Nuno Matos** is appointed as Chief Executive of Wealth and Personal Banking (WPB) at **HSBC**, subject to regulatory approval. He will report to Noel Quinn, Group CEO, and join the Group Executive Committee. Nuno is currently the Chief Executive of HSBC Bank plc, the UK non-ring-fenced bank, and Chief Executive of HSBC Europe. Colin Bell will take over as CEO, Europe and relinquish his role as Group Head of Compliance.
- **Charlie Nunn**, the HSBC banker has been hired at **Lloyds Banking Group** as its new Chief Executive, replacing long-time boss António Horta-Osório, who will leave after a decade at the helm. Nunn, 49, will join Lloyds within the next year after a nine-year career at its high-street rival HSBC, where he was recently appointed global head of personal banking and wealth management.
- **Mark Till** has been announced by **Unum** as Executive Vice President and Chief Executive Officer for Unum International, the firm's European arm of Unum Group. In his role he will lead its UK and Poland businesses following Peter O'Donnell's decision to transition from his role as Executive Vice President of Unum International in order pursue a portfolio career.
- **Stephanie Cohen** was named by **Goldman Sachs** as Co-Head of the bank's Consumer and Wealth Management business, making the 43-year-old arguably the most powerful woman at the company, and the first woman to lead a Goldman division since trading co-chief Isabelle Ealet left the bank. Cohen's promotion puts her squarely in line for a place in Goldman's C-suite at a time when Wall Street banks are putting a premium on female leadership. Citi's announcement this month that Jane Fraser will replace that bank's CEO, Michael Corbat, upon his retirement in February — putting a woman in charge of a large U.S. bank for the first time — leaves many wondering who's next. Bank of America's chief operating and technology officer, Cathy Bessant; JPMorgan Chase CFO Jennifer Piepszak; and Marianne Lake, the bank's

CEO of consumer lending are all seen contending as Wall Street's second female bank boss.

- **Matt Rowsell** has joined **Nets Group** – Merchant Services Division as its Chief Product Officer. Matt was previously EVP, Group Transformation at Paysafe Group and before this spent six years at Worldpay in a variety of roles with the most being CTO and Head of Solutions Engineering.
- **Leigh Wong** has departed Netflix to lead Asia-Pacific communications at fintech giant **Stripe**. Wong joins Stripe after two years at Netflix, where he oversaw communications for Southeast Asia, Hong Kong and Taiwan. Prior to that he led Asia-Pacific communications at Uber, and has also held senior comms roles at Shell, Microsoft and Eon Bank. Wong takes on a role that was previously held by Sana Rahman, who left Stripe in March to become Asia-Pacific communications head at TransferWise.
- **Sanoke Viswanathan** has been named as CEO for **JP Morgan Chase** for its forthcoming digital bank in the UK. Viswanathan previously served as the bank's chief administrative officer overseeing technology and operations in corporate and investment banking.
- **Nicolas Weng Kan**, former Google Compare and Confused.com CEO was handed the top job at **Yolt** last year. Weng Kan, who has nearly three decades of experience, will act as CEO of Yolt and its open banking arm, Yolt Technology Services.
- **Carol Nelson** has been hired at **Monzo** to take over from TS Anil as CEO of its fledgling US operation. Nelson, who previously spent ten years as CEO of Cascade Bank and prior to that was a long time senior vice president of Bank of America, has been advising Monzo on its US launch over the course of the past year, according to TechCrunch. Her arrival in the post coincides with the completion of a new \$50 million round of financing for the challenger bank.



## Communications

- **Maria Cristina Gonzalez Noguera** leaves Estee Lauder and joins **Popular**.
- **Erica Matthews** has been promoted to Head of Corporate Affairs at **Alibaba** replacing Jennifer Kuperman who recently left and is part of the Post Holdings venture.
- **Claire Dixon** appointed Head of Corporate Affairs, Brand and Marketing for **Standard Chartered Bank** – replacing Tracey McDermott who will now focus solely on her post as Group Head, Conduct, Financial Crime and Compliance.
- **Katie Boylan**, **Target's** Chief Communications Officer promoted to EVP and added CSR to her responsibility, including oversight of the Target Foundation.
- **Emma Richards** appointed to Head of Communications at **Microsoft**, Asia.

## Compliance

- **Kirsty Everett** was appointed Interim Chief Compliance Officer at **HSBC**. She was previously Compliance Chief Operating Office.
- **Michael Richman** was appointed Chief Compliance Officer at **Goldman Sachs**. He was previously Chief Compliance Officer, Investment Management Division.
- **Paula Dominick** joined **Wells Fargo** as Chief Compliance Officer from Credit Suisse where she was Chief Compliance Officer, USA.
- **Geraldine Lawlor** joined **KPMG** as Global Head of Financial Crime. She was previously Group Head of Financial Crime at Barclays.
- **Claire Foster** joined the **London Stock Exchange** as Head of Regulation and Compliance from Deutsche Bank where she was EMEA Head of Markets Compliance.
- **Matt Bardsley** joined **Morgan Stanley** as EMEA Head of Financial Crimes from Barclays where he was Head of Surveillance and Financial Crime Intelligence Development & Investigations.

- **Andy Morris** joined **Janus Henderson** as Head of Compliance, EMEA from Lindsell Train where he was Chief Compliance Officer.
- **Sterling Daines** joined **Libra** as Chief Compliance Officer from Credit Suisse, where he was Head of Financial Crime Compliance.
- **Mary McNiff** became Chief Compliance Officer for **Citigroup**. She was previously Chief Executive, Citibank N.A.
- **Kathryn Ruemmler** joined **Goldman Sachs** as Global Head of Regulatory Affairs from Latham & Watkins where she was a Partner and Global Chair of the White Collar Defense & Investigations Practice.
- **Obiamaka Madubuko** joined **Visa** as Chief Compliance Officer from Greenberg Traurig, where she was a Shareholder, Litigation & Compliance.
- **Gregory Johnson** joined **Citadel** as Chief Compliance Officer from Citi where he was Chief Compliance Officer, Institutional Clients Group.
- **Henry Moniz** joined **Facebook** as Chief Compliance from ViacomCBS where he was Chief Compliance Officer.
- **Scott Anderson** joined **FINRA** as Head of Market Regulation and Transparency Services from Société Générale where he was Chief Compliance Officer, Americas.
- **Spyro Karetsos** joined **Google** as Chief Compliance Officer from TD Ameritrade where he was Chief Risk Officer.

## Company Secretary

- **Deborah Abrehart** joined **Clarkson** as Group Company Secretary from Santander, where she was Interim Head of Secretariat.
- **Andy Casey**, headed **Law Debenture** acquisition of Konexo, Eversheds Sutherland's Company Secretary unit.
- **Jeremy Small** joined **Royal London** as Group Company Secretary from AXA UK, where he was Group Company Secretary.
- **Karen Pisarczyk** joined **Bacardi** as Senior Director of Corporate Governance from HSBC, where she was

Deputy Group Company Secretary and Head of Corporate Governance Europe.

- **Alice Darwall** joined **Hammerson** as General Counsel and Company Secretary from Debenhams, where she was Interim Company Secretary and General Counsel.
- **Tracey Wood** joined **Balfour Beatty** as General Counsel and Company Secretary from Costain Group, where she was General Counsel and Company Secretary.
- **John Odada** joined **BP** as Head of Board and Board Committees. He was previously Group Company Secretary and Head of Corporate Governance at the London Metal Exchange.
- **Paul Barrett** joined **Helios Towers** as General Counsel and Company Secretary from RAC, where he was Director of Legal and Company Secretary.
- **Nick Cooper** joined **Johnson Matthey** as General Counsel and Company Secretary; he has held a previous role with Cable & Wireless.
- **Simon Callander** joined **William Hill** as General Counsel and Company Secretary from Superdry, where he was General Counsel and Company Secretary.
- **Jo Nayler** joined **IG Group** as Chief Legal & Governance Officer from Just Group, where she was Group General Counsel.
- **Kate Graham** joined **Aviva** as Director of Governance from PwC, where she was Partner within Entity Governance and Compliance.

## Finance

- **Ian Griffiths** joined **Kantar** as CFO. He was formerly CFO & COO of ITV.
- **John Rogers** joined **WPP** as CFO. He was previously CEO of Sainsburys Argos.
- **Todd Tuckner** was promoted to CFO for EMEA and Global Wealth Management at **UBS**. He was formerly the Group's Controller.
- **Eoin Tonge** joined **Marks & Spencer** as CFO. Formerly the CFO of Greencore.



- **Matt Ashley** joined **William Hill** as CFO from National Express.
- **Kenneth Gregor** joined **Aston Martin** as CFO. He was previously CFO of Jaguar Land Rover.
- **Murray Auchinloss** was appointed CFO of **BP** having previously been its Upstream CFO.
- **Anna Manz** joined the **London Stock Exchange** as CFO. She was previously CFO at Johnson Matthey.
- **Tom Shewry** joined **Hiscox** as CFO of its UK business having held the role on an interim basis.
- **Andrew Young**, previously Business Line CFO at **Capital One**, is appointed CFO. Young succeeds R. Scott Blackley who is leaving the company.
- **Johnbull Okpara**, former Global Head of Financial Planning and Analysis and CFO, Infrastructure groups, joins **Citigroup** as Controller and CAO.
- **Jeff Wallace**, former CFO of the Consumer Banking and Global Wealth and Investment Management Business at Bank of America, joins **USAA** as CFO.
- **Emily Portney**, previously Global Head of Client Coverage and Head of Americas, Asset Servicing at **BNY Mellon**, is promoted to CFO.
- **Raja Akram**, former Controller and Chief Accounting Officer with Citi, joins **Morgan Stanley** as Deputy CFO.
- **Mike Santomassimo**, former CFO of BNY Mellon, joins **Wells Fargo** as CFO.
- **Mike Eastwood**, Senior VP and Head of Corporate Finance, has been appointed CFO of **Thomson Reuters**.
- **Tony Paquette** joined **Point72** as CFO from SoFi where he was previously Business Unit Leader responsible for Treasury, Market Risk, Regulatory and Financial Operations, and leading SoFi's International business.

## Human Resources

- **Amanda Rajkumar** is appointed CHRO at **adidas**. She joins from BNP Paribas where she was Head of HR for BNP Paribas USA and CIB Americas.
- **Reggie Ribeiro** is named Principal Head of Compensation at **Apollo Global Management**. He joins

from PIMCO where he served as SVP, Head of EMEA & APAC Compensation & HR Analytics.

- **Rachel Gwynne** joins **Jefferies** as SVP Human Resources for Global Asset Management. She was formerly HR Business Partner Lead for Canada and Latin America at Twitter.
- **Heidi Capozzi** is named Global CPO at **McDonald's**. She joins from Boeing where she served as the SVP of HR.
- **Benedicte Foix** becomes Head of HR Americas at **Natixis**. She was previously Head of HR Americas for Markets, Research and CIO and Global HRBP for Macro and CIO at Barclays.
- **Damien Hooper-Campbell** joins **Zoom Video Communications** as their first Diversity & Inclusion Officer, from eBay where he served as Chief Diversity Officer.
- **Hannah Reid** is named People Director for EMEIA at **Apple**. She joins from Gartner where she was Senior HR Director for EMEA.
- **Jo Butler** joins **ASOS.com** as Chief People Officer from Mitie where she served as Group HR Director.
- **Caroline Rawes** is appointed CHRO at **Cinven**. She joins from Ashurst where she was CPO.
- **Wema Hoover** joins **Google** as Global Head of Diversity, Equity and Inclusion. She joins from Sanofi where she served in a similar capacity.
- **Jignesh Ramji** is appointed Group Head of Talent at **The London Stock Exchange Group**. He joins from Bloomberg LP where he served in a similar capacity.
- **Will Lahaise** is promoted to Global Head of Recruiting at **UBS** from Global Head Junior Talent Recruiting and Head Recruiting Corporate Centre.
- **Vani Kalai** joins **Vontobel Asset Management** as Global Head of Human Resources from PIMCO where she served as Head of HR for EMEA.
- **Craig Stevenson** is appointed Human Resources Director for Asia at **Bain Capital**. He was formerly Director for Talent and Leadership at Prudential Corporation Asia.

- **Charmaine Lim** is elevated to Head of People & Culture for Singapore at **Phillip Morris International**. She was previously Manager for People & Culture Life Sciences.
- **Bee Ling Chan** joins **Confluent** as Head of Talent Acquisition for APAC from United Overseas Bank where she served as the SVP of Talent Acquisition.
- **Veron Khoh** joins **CRU** as Global Head of HR from Travelport where she served as the HR Director for APAC.
- **Dessi Berhane Silassie** is appointed as Chief Diversity, Equity & Inclusion Officer, APAC & FS GC and Global IP Legal at **IHS Markit** from APAC General Counsel & Global IP Legal.

## Legal

- **Bob Hoyt** joined **HSBC** as Chief Legal Officer from Barclays where he was General Counsel.
- **Stephanie Pagni** joined **Monzo** as General Counsel & Company Secretary from Barclays where she was UK General Counsel and Chief Legal Counsel for the global consumer banking and payments division.
- **Stephen Shapiro**, Group Company Secretary at **Barclays**, was appointed Group General Counsel.
- **Karen Kuder**, Chief Governance Officer at **Deutsche Bank**, was appointed General Counsel and Global Head of the Legal Department.
- **Stuart Levey** joined **Diem** (formerly Libra Association) as Chief Executive Officer from HSBC, where he was Chief Legal Officer.
- **Saumya Bhavsar** joined **Diem** (formerly Libra Association) as General Counsel, Libra Networks from Credit Suisse where she was Global Head of Regulatory Affairs.
- **Suzanne Rich Folsom** joined **Philip Morris International** as General Counsel from Manatt, Phelps & Phillips, LLP, where she was a Partner.
- **Ellen Patterson** joined **Wells Fargo** as General Counsel from TD Group where she was General Counsel.



- **Kristin Blazewicz**, joined **Coty** as Chief Legal Officer, General Counsel and Secretary of the Board of Directors from Keurig Dr Pepper Inc. where she was Assistant General Counsel, Corporate.
- **Dan Gallagher**, former Commissioner of the U.S. Securities and Exchange Commission, joined **Robinhood** as Chief Legal Officer.
- **Paul Grewal** joined **Coinbase** as Chief Legal Officer from Facebook where he was Deputy General Counsel.
- **Rhonda Ferguson** joined **Allstate** as General Counsel from Union Pacific Railroad where she was Chief Legal Officer and Corporate Secretary.
- **William Fenrich**, former Chief Legal Officer at AQR Capital Management, joined **Rockefeller Capital Management** as General Counsel.
- **Bradley Gayton** joined **The Coca-Cola Company** as General Counsel from Ford Motor Company, where he was Group Vice President, Chief Administrative Officer and General Counsel.
- **Reggie Hedgebeth** joined **Capital Group** as Chief Legal Officer from Marathon Oil Corporation where he was General Counsel and Chief Administrative Officer.

## Marketing

- **Cara Sylvester** was appointed CMO at **Target** where she most recently served at SVP Household Merchandising replacing Rick Gomez who was appointed EVP & Chief Food and Beverage Officer at the Minneapolis headquartered retailer.
- **Jonathan Bottomley**, former Global CMO at Ralph Lauren has been appointed as the new CMO at **Boll & Branch**. Jonathan will taking over responsibilities that had been overseen by CEO Scott Tannen.
- **Kalen Thornton** was named **Gatorade's** new CMO joining from Nike where he was North American VP Men's Brand Management.
- **Sophie Bambuck** has named the first CMO at **Everlane** who joined from Nike where she was VP Global Brand Management Sportswear.

- **Carla Piñeyro Sublett** has been named as **IBM's** new SVP & Chief Marketing Officer. Carla joins from National Instruments where she was GM.
- **Stephanie Buscemi**, former CMO at Salesforce, has joined California-based event streaming platform **Confluent**. **Sarah Franklin** was promoted into the CMO role at **Salesforce** after serving as their GM of Platform.
- **Linda Arrington** has been named **JP Morgan Chase** as their new Chief Marketing Officer - Commercial Bank. Linda was most recently Global Brand GM and Head of Marketing at Estee Lauder.
- **Theresa McLaughlin** was named EVP and Global CMO at **State Street** joining from TD where she served as Global Chief Marketing, Citizenship & Customer Experience Officer.
- **Thomas Schemera** has been named by **Hyundai** as Global Chief Marketing Officer after he served as EVP of Product & Strategy for the car maker.
- **Lucy Murphy** has been named Global Chief Marketing & Communications Office for **Allen & Overy**. Lucy will succeed Richard Grove as he retires from A&O.

## Risk & Financial Crime

- **Sadia Ricke**, former Deputy Chief Risk Officer at **Société Générale**, was appointed Group Chief Risk Officer. Sadia replaces Sylvie Rémond who was appointed Advisor to the risk management team.
- **Zoe Wimborne**, former Risk CAO, EMEA at **Citi**, was appointed EMEA Chief Risk Officer. Zoe replaces Zdenek Turek who was appointed Group Chief Risk Officer.
- **Aisling Doyle** joined **Nomura** as Europe Chief Risk Officer from Deutsche Bank where she was Global Head of Stress Testing and Credit Risk Portfolio Management.
- **Fiona Larnach** joined **QBE** as Group Chief Risk Officer from Barclays where she was Chief Risk Officer for Barclays UK.
- **Philip Tremble** joined **Quintet Private Bank** as Group Chief Risk Officer from HSBC where he was Chief Risk Officer, Global Private Banking.

- **Christopher Kahts** joined **Macquarie Group** as Group Head of Financial Crime from Barclays where he was Head of Financial Crime, International.
- **Sue Gannon** joined **Nordea** as Group Head of Financial Crime from Morgan Stanley where she was Acting EMEA Head of Financial Crime.

## Technology & Operations

- **Steve Van Wyk** joins **HSBC** as Global CIO from PNC where he was COO.
- **Phil Venables** has joined **Google** as CISO for Google Cloud from Goldman Sachs.
- **Pawan Verma** has moved from **Foot Locker** to MetLife where he is Global CIO.
- **Scott Collary** joined **Westpac** as Head of Technology and Operations. Previously CIO for ANZ.
- **Sonali Goel** has joined **HSBC** as Group Head of Operations from JPMorgan.
- **Mark Rohrwasser** has joined **Silicon Valley Bank** as CIO from Equifax.
- **Debra Chrapaty** left Wells Fargo as CTO to become COO of Alexa for **Amazon**.
- **Jeff Wecker** has joined **Two Sigma** as CTO from Goldman Sachs where he was CDO.
- **Craig Bright** has moved from Westpac to **Barclays** as Group CIO.
- **Laura Money** has joined **Sun Life** as CIO from CIBC where she was CIO for Corporate Centre Technology.
- **Sastry Durvasula** left Marsh to go to **McKinsey** as Head of Technology and Digital.



# LATEST INSIGHTS: WHITEPAPERS & REPORTS

Click on each image below to be re-directed to the complete paper:



## The Global Tax Survey 2021



## The Global CFO Survey 2021



## The APAC Leadership Digest March 2021



## The Global HR Survey 2021



## The Global HR Survey 2021

## Infographic: The CHRO of 2021



## CHRO 2021

TOP 3 LEADERSHIP SKILLS  
COMMERCIAL ACUMEN  
C-SUITE RELATIONSHIPS



## Infographic: DNA of the Chief Architect

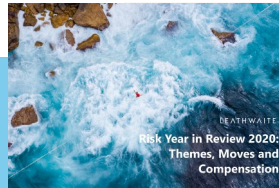


## IT IQ and EQ: THE CHIEF ARCHITECT OF 2021

Business has been at the forefront of innovation, disruption, changeover, and only one strategy can help you succeed in the new normal. The solution lies in the integration of IT to create the future of business. It is not just a program or a dynamically evolving customer service, it's a mindset.



## The Global CCO Compensation Survey 2021



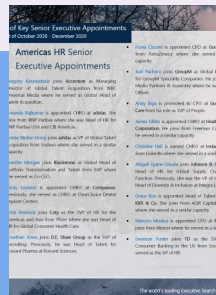
## Risk Year in Review 2020



## The General Counsel Compensation Survey 2021



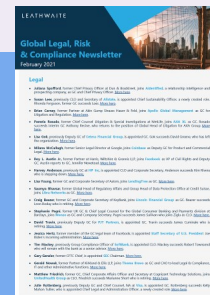
# RECENT MARKET REPORTS:



## Global HR Market Moves Q1



## Law Firm Governance Market Moves 2021



## Global LRC Market Moves Q1



## The Tech and Ops Digest Feb 2021



## LATEST NEWS UPDATES FROM LEATHWAITE

Click on each image below to be re-directed to the complete article:



### Shannon Silsby

Leathwaite builds upon its continued robust US performance with the hire of experienced industry professional, Shannon Silsby, to launch the Global Marketing practice from Leathwaite's New York office.



### The Business Culture Awards

Leathwaite are finalists in the 2020 Business Culture Awards, being recognized for utilising CSR and ESG as a way to provide an innovative and engaging working environment during the pandemic.

Business Culture Awards 2020 Finalist



COMMITMENT TO THE COMMUNITY AWARD WINNERS: 2020

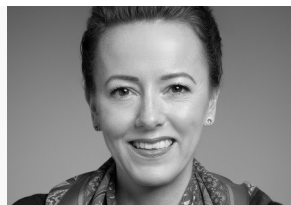
### Winners of AESC Award 2020

Leathwaite won the AESC's 2020 Global Commitment to the Community Award, which recognizes a company or individual who combines excellence in executive search or leadership consulting with a strong commitment to community service and volunteerism toward charitable causes.



### Sarah Crawshaw

Sarah Crawshaw joins Leathwaite's Hong Kong office to lead the company's functional executive search expertise within Strategic Communications and Corporate Affairs.



### New Partnership with Ridi

Leathwaite is proud to become a member of RIDI - The Recruitment Industry Disability Initiative, which aims to break down the barriers faced by the millions of disabled people who are entering or progressing through the job market.



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Since establishing the business in 1999, Leathwaite has developed key global client partnerships across a range of industry sectors, with the world's most ambitious and innovative firms.

Headquartered in London, Leathwaite has a network of international offices in Los Angeles, Dallas, New York, Zurich and Hong Kong.

Leathwaite is driven by one clear purpose:

**'To Create Meaningful Change Through Exceptional People'**

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