



Capabilities Presentation

LEAN RECRUITING PIONEERS

Stiles Associates is the premier retained search firm for Lean executive talent. Our record of identifying, rigorously screening and delivering exceptional candidates for organizations who need to fill important Lean operations and transformation roles is unsurpassed.

- First Lean-focused search firm
- Founded in 1991
- Staff of 15 (four partners)
- Scalable teams
- International affiliate

WHY STILES ASSOCIATES

- 95% satisfaction, repeat and referral rate
- 40% faster than industry average—contract to introduction of winning candidate.
- 32,000 Lean executives in our network—many of whom are pedigreed and vetted.
- Depth and intensity of our screening process
- Willingness to get close to our clients and understand their needs
- Ongoing commitment to new-to-Lean as well as long committed organizations

WHY STILES ASSOCIATES FOR HEALTHCARE

Deep experience building Lean teams for hospitals

- 99% success and stick rate
- Are closely connected to the Lean healthcare leaders driving change
- Have worked with over 30 different systems since 2006
- Have worked with some of the most progressive hospitals and healthcare systems in the country
- Understand the complex challenges (quality improvement, cost containment, patient satisfaction) hospitals face
- Have access to Lean executive talent from inside and outside of healthcare

WHY STILES ASSOCIATES FOR HEALTHCARE

Counsel on deployment as well Talent Acquisition

- Participate in strategic planning sessions
- Provide support and links to other Lean transformation resources
- Share insight on Best in Class practices and outcomes for Lean Healthcare initiatives

Recruiting Coverage

- Process Improvement Program Leaders
- Process Improvement consultants/coaches
- Functional leaders/managers with Lean perspective (i.e. Lean oriented quality, informatics, nursing, and other administrative ranks)

WELL CONNECTED

32,000 contacts across the Lean community

- Leverage for candidate sourcing and confidential referencing
- Long-term relationships – many over 10 years

Membership in key industry associations

- AME, SME and Online Lean community sites
- Attend dozens of Lean events each year including AME's annual conference and Shingo Prize

Strong ties to other Lean “hubs”

- Consulting Firms and MEP Groups
- Lean Enterprise Institute
- Fischer College of Business (OSU) and University of Kentucky

COVERAGE

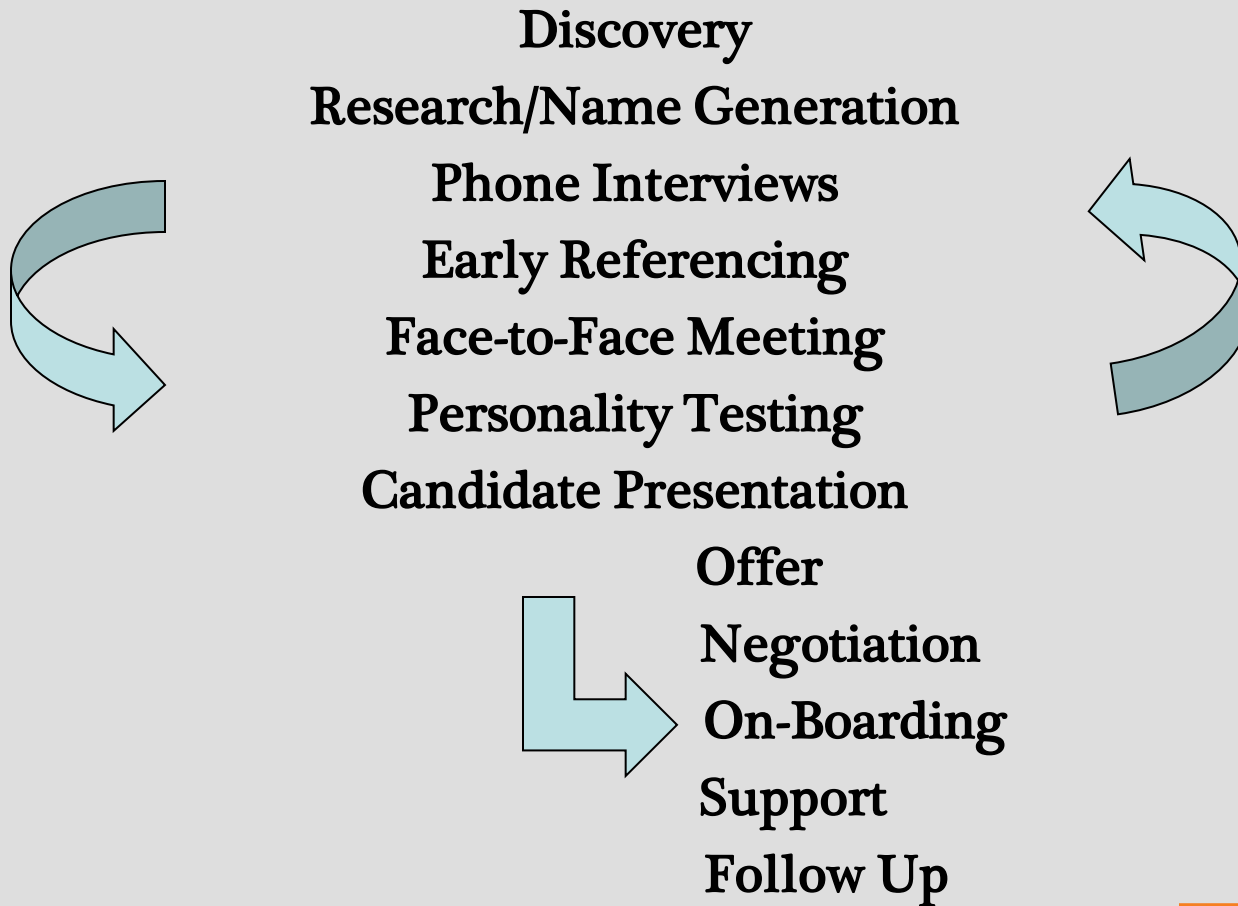
FUNCTIONAL AREAS

C-Suite
Global Operations
Finance
Supply Chain
Chemical
Distribution/Logistics
GM/Plant Managers
Engineering
Quality
Lean Transformation Leaders
Site Level/Regional Lean Leaders
TPM/Maintenance
HR
Systems/IT
Marketing/Sales

INDUSTRIES SERVED

Discrete Manufacturing
Process manufacturing
Healthcare
Private Equity
Pharmaceutical
Semiconductor
Food and Beverage
Plastics
Packaging
Textile
Metal Forming/Finishing
Firearms/Defense
Industrial Equipment
Aerospace
Construction/Building Materials
Hospitality
Service Consulting

RECRUITING PROCESS



RECENT ASSIGNMENTS

ORGANIZATION

UCLA Health System

Lehigh Valley Health Network

St. Vincent Hospital

Vanguard Health System

Cleveland Clinic

Cleveland Clinic

Loyola University Health System

Lee Memorial Health System

Group Health Cooperative

Alberta Health Service

Exeter Hospital

POSITION

Executive Director and 3 Consultants

Process Improvement Director and Coach

Director of Lean and Consultant

Regional Lean Director (over 4 hospitals)

Oncology Lean Expert Embed

Process Improvement Analyst

VP of Lean Transformation

Operations Improvement Coach

Lean Sensei

Lean Improvement Coaches

Director of Performance Excellence

OTHER CLIENTS



PARTNER BIO



Ted Stiles

Partner & VP Executive Search

(800) 322-5185

tstiles@leanexecs.com

Ted Stiles joined Stiles Associates in 2006. He is one of four partners of the firm and in this capacity manages client relationships, assignments, and internal search support teams.

Ted also leads the firm's Lean Healthcare practice and manages internal resources dedicated to our work in the Lean healthcare space. He has spoken on the topic of recruiting Lean talent at multiple industry events and has been featured speaking on the topic in the *Wall Street Journal* and other publications.

Ted brings to the team over a decade of experience in marketing, market research, and account management. Prior to joining Stiles Associates, he held positions with Burke & Partners and Find/SVP Consulting in New York City.