



## Capabilities Presentation

# LEAN RECRUITING PIONEERS

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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

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- 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 P.E.

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- Speed
- Enterprise wide
- Have worked with the largest private equity firms
- Unparalleled access to Lean turn-around experts
- We understand that private equity requires executives who can sustain rapid improvement
- Ability to bring transformational candidates for Operational/Supply Chain and General Management roles because of the depth and experience of the executives in our database
- Are able to place Lean turn-around talent into small and mid-size companies as well

# WELL CONNECTED

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## **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

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## FUNCTIONAL AREAS

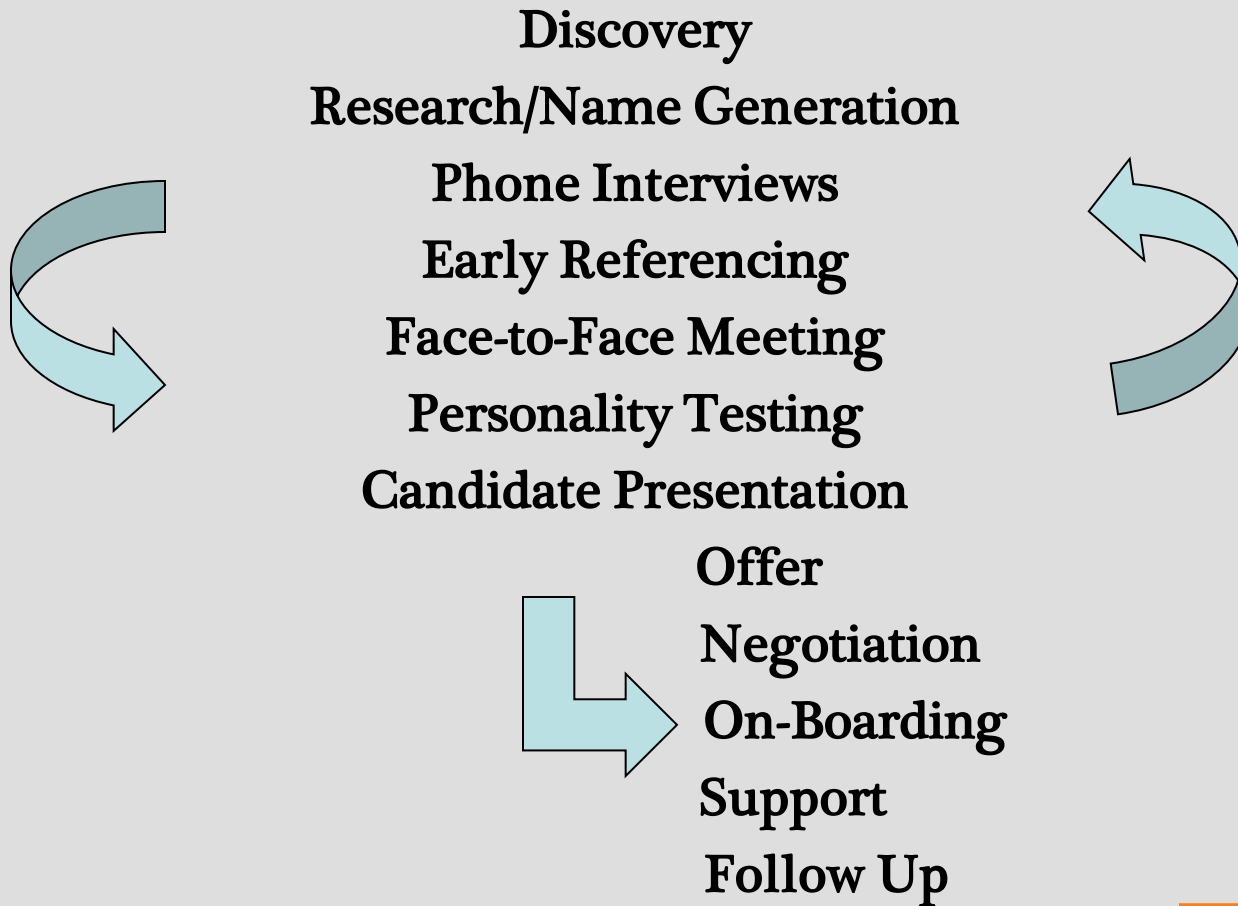
C-Suite  
Global Operations  
Finance  
Supply Chain  
Chemical  
Distribution/Logistics  
GM/Plant Managers  
Engineering  
Quality  
Lean Transformation Leaders  
Site Level/Regional Lean Leaders  
TPM/Maintenance  
HR  
Systems/IT  
Marketing/Sales

## 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

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# RECENT ASSIGNMENTS

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## ORGANIZATION

Schiff  
Stark Manufacturing  
Pactiv Corp.  
Harsco Corp.  
Graftech

TBM Consulting  
CSI Group  
Catalent Pharma  
Thermo Fisher  
Simmons Bedding  
Armstrong Worldwide  
The Stanley Works  
TPG

Vernay Labs  
Valerus

## POSITION

Senior VP Operations  
CEO  
Director of Lean  
VP of Operational Excellence  
VP Global Operations (Europe)  
VP Global Lean Enterprise  
European Manager  
VP Operations/Supply Chain  
General Manager  
Lean Leader (Germany)  
VP Operations  
Supplier Development Experts  
VP Manufacturing  
Field Operations Advisor  
Operating Partner  
VP Global Operations  
Quality Manager  
Materials Manager



# OTHER CLIENTS

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The **Blackstone** Group®

 **TEREX**

 **CATERPILLAR®**



 **TPG®**

**CRANE**

**Kodak**

**ASSA ABLOY**  
The World's Leading Lock Group



  
**Cleveland  
Clinic**

**Honeywell**

**HON®**

 **STILES**  
ASSOCIATES  
LEADERSHIP FOR THE **LEAN** ENTERPRISE

# PARTNER BIO

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Matthew Ayers is Partner and Vice President at Stiles. He specializes in senior-level private equity assignments for board director, CEO, CFO, operating partner, field operations and senior advisors.

Matthew brings more than 14 years of executive search experience to his position. Before joining Stiles, Matthew was partner with a San Francisco based boutique search firm. Over his career, he has conducted numerous C-level, division head, and partner searches for top-tier private equity clients such as Texas Pacific Group, The Blackstone Group, Ares Management, Gores Group and Bain Capital.

As a functional expert, Matthew has conducted numerous searches for a wide range of corporate and private equity clients across the industrial, specialty chemicals, energy, business services, healthcare, consumer products, logistics and distribution, entertainment, technology services, insurance, hospitality and leisure, medical instrumentation, biotechnology, and retail industries.

Matthew is married to Aimee and has three children.