



## 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

# 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

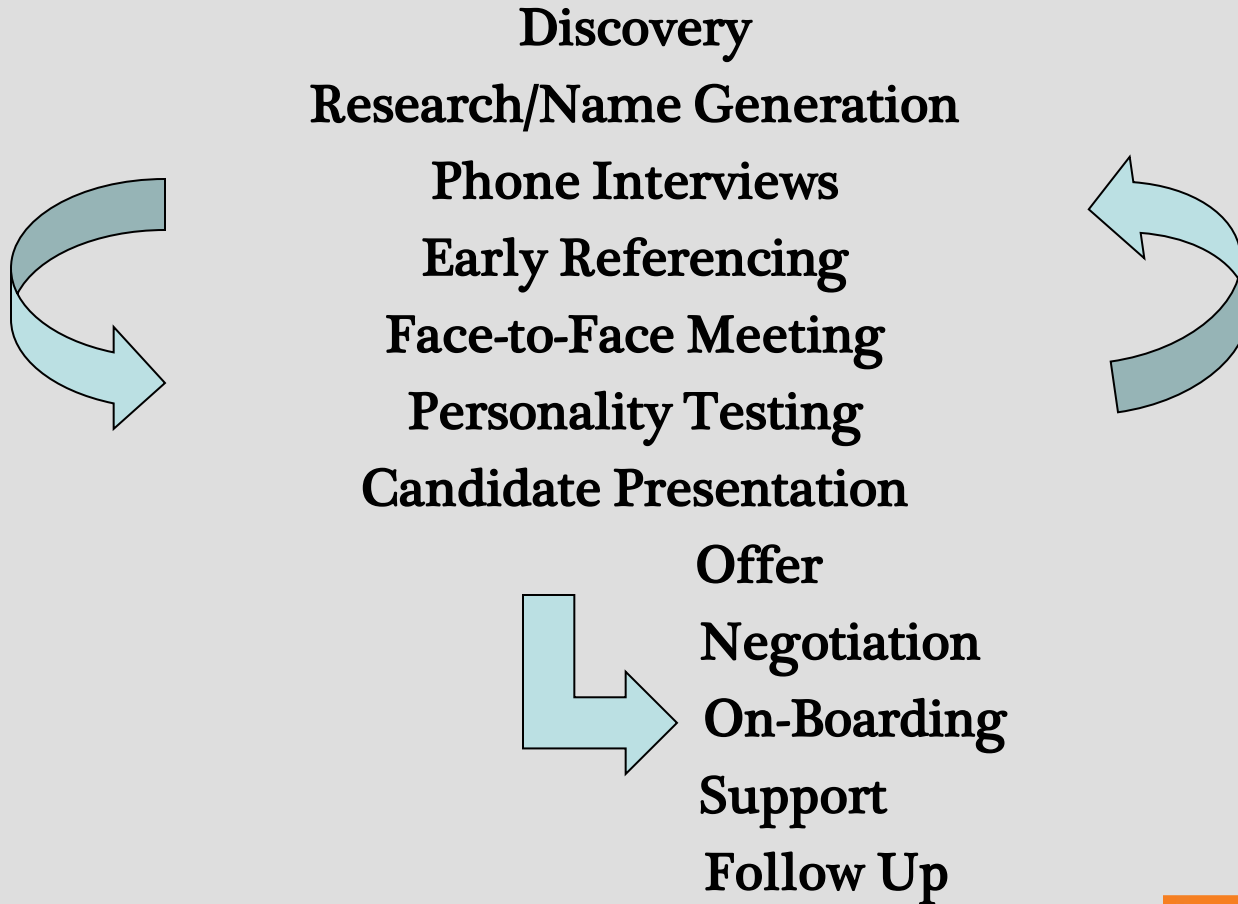
C-Suite  
Global Operations  
Finance  
Supply Chain  
Chemical  
Distribution/Logistics  
GM/Plant Managers  
Engineering  
Quality  
Lean Transformation Leaders  
Site Level/Regional Lean Leaders  
TPM/Maintenance  
HR  
Systems/IT  
Marketing/Sales

## 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

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

---





# PARTNER BIO

---



**Jake Stiles**

President

(800) 322-5185

[jstiles@leanexecs.com](mailto:jstiles@leanexecs.com)

Jake Stiles has been serving the Lean community since 1995, when he joined Stiles Associates as manager of all research. In his various roles since then, he has helped grow the firm to its current stature and greatly increased the scope and depth of our ties to outstanding Lean talent. Through the years, Jake has completed every type of assignment from Kaizen Leader to CEO and brings to each assignment an unmatched level of understanding for position requirements, candidate dynamics, and ultimately our clients' needs. As the President, Jake is in charge of all search activity and makes sure every assignment meets the high standards our clients have come to expect.

Jake's success is built on his proven ability to discover and recruit executives with exceptional understanding of the Toyota Production System. Through his own involvement in Kaizens and plant tours, Jake has developed a functional knowledge of Lean Manufacturing that he bolsters through ongoing interviews and conversations with the country's leading practitioners and experts. He is an active proponent in the colonization of Lean enterprise systems in the U.S and Europe and has assisted several major organizations in the introduction of Lean principles through strategic guidance and introductions to some of the country's most experienced and prominent Lean thinkers.

He is also an active member of the Association for Manufacturing Excellence.

