

## **ANNOUNCEMENT**

### **Talent Intelligence Presents at the A.T. Kearney Global Business Policy Council**

*Craig Speed, President of Talent Intelligence, was a keynote speaker at the recent A.T. Kearney Global Business Policy Council conference on "The Crash of 2008" held at the Trump International Hotel & Tower in Chicago on Friday 17th October, 2008. Craig, along with Fred Steingraber, Chairman Emeritus of A.T. Kearney and Daniel Marsili, VP Global Human Resources at Colgate-Palmolive, spoke on the topic of "The Embattled CEO: Tenure and the Dark Side of CEO Succession".*

Chicago, IL, October 26, 2008 -- The A.T. Kearney Global Business Council recently held a conference in Chicago on the topic of the Crash of 2008 with a focus on the new players, new rules, new risks and the transformation of the global economy.

Talent Intelligence was invited to be a member of panel presentation on the topic of CEO succession. As the financial crisis intensifies, so does the churn rate of CEOs and controversy builds over their compensation and performance. The panel, which included Craig Speed, President of the Americas region for Talent Intelligence, highlighted the stakes and the price of inaction.

Craig discussed succession planning in the context of the current economic crisis facing global business with key insights in to how best practice companies address leadership risk management not just during these periods but on an ongoing basis that underpins their success. Case studies were presented on the key elements a board of directors, CEO and leadership team must pay attention to such as:

- Lack of attention by the Board and/or CEO - on the agenda but often the first item to get pushed down the priority list when the going gets tough (when in fact it should be in the top 3 agenda items in situations that are currently being experienced in the market)
- The Human Resources department - often the first area to have budgets reduced, continually fighting tactical battles, generally competent teams but lack operational business experience and leadership, continually being restructured.

- Benchmarking - little or no external benchmarking and so little or no insight in to competitors talent inventory, no sense of how the existing leadership team compares, unable to answer the question "do we have the best CEO and leadership team?"
- Lack of Transparency - no integrated view by the board and CEO on their own leadership pipeline or gaps in the bench strength. No sense of how the company would manage or even survives an unplanned crisis.
- Executive Search - outdated traditional approach, expensive, reactive, takes too long, mixed success rates, lack of transparency
- External Stakeholders - interaction and involvement in a business in today's market by analysts, regulators, shareholder groups requires greater transparency and communication of succession planning and leadership risk management

The session was well received by those business and government leaders in attendance with the general consensus being that organizations (board, CEO and leadership team), on the whole, needed to invest and work smarter at achieving best practice leadership risk management to ensure business continuity during these turbulent times.