
TALENT INTELLIGENCE



Place your firm at a **competitive edge** by harnessing **Human Capital** data and insights



SHEFFIELDHAWORTH

Our Story

Sheffield Haworth is a global consultancy founded in 1993. We have a history of placing executives in high impact roles year after year, giving clients a competitive advantage in a fast-changing world.

Our vision is to be the leading global consultancy in people and transformational change. We specialize in executive search and interim placements, leadership advisory, change consulting and information and data services. We work with private and public companies across financial services, professional and business services, high-growth technologies, and multinational corporates. We are an equal opportunities and disability confident committed employer.

Established in London in 1993, Sheffield Haworth has undergone significant growth and expansion to become a global firm offering the highest levels of service in the industry. We now employ over 260 professionals in 13 global

offices throughout the Americas, Europe, Middle East and Asia Pacific.

Sheffield Haworth's senior consultants have great expertise in their respective markets. They understand their clients' industries, organizational and corporate cultures, competitive landscapes, strategies, and value propositions. The team works collaboratively to foster relationships that guarantee access to exceptional candidates for search engagements. Sheffield Haworth is highly regarded among executive search firms by internationally renowned bodies like AESC and The Times. All the consultants have extensive experience and critical relationships to serve their specialized industries with distinction.

We prioritize building and maintaining strong relationships with our clients and candidates through our extensive knowledge, consultative approach, and unwavering dedication to building outstanding leadership teams. We pride ourselves on world-class service that exceeds our client's expectations and build lasting partnerships based on trust and mutual success.



Over 80% of our work comes from our loyal, long-term clients.

220+
Employees globally

1993
Sheffield Haworth established

15
Global offices

Talent Intelligence

ACTIONABLE INSIGHTS TO OPTIMIZE YOUR STRATEGY AND TALENT DECISIONS

In the modern tech-fueled economy, a premium has been placed on organizational agility and transformation. Both these capabilities took on heightened importance as the pandemic swept the globe and disrupted systems — not just for months, but indefinitely. As a result, in today's rapidly evolving business world, simply being "good enough" isn't good

enough anymore. The most successful companies know how to harness their greatest asset - their people - to gain an edge. But it's not just about making the right decisions: it's about doing so with lightning speed, using actionable intelligence leveraging every aspect of data and metrics. At Sheffield Haworth, we call this Talent Intelligence.

The 4 Key Benefits of Talent Intelligence for Executives

- 1 Keeping up to date on your competitors**
Identify and assess which of your competitors and teams are most aligned to the capabilities you are trying to build. Understand which other organisations have tried but not been successful in building these capabilities over time.
- 2 Market best practices**
Understand the changing reputation, franchise strengths and weaknesses of your competitors. Gain insight into their key financial metrics, operating model, technology infrastructures and plans. Importantly understand what ex-employees are saying about them and you in the market.
- 3 Leadership sustainability and succession**
Dive into your competitor's leadership structure to understand key profiles, hot skills and the next generation of up-and-comers. Evaluate each organisation's culture, key differences to your own, and market leading compensation practices. In doing so, you can maintain optimal corporate governance.
- 4 Candidate push/pull factors**
Be more forensic in assessing the industry's top talent: understand which firms your competitors are hiring from and how they are branding themselves as the employer of choice. Gain insight into what might attract them to your own organization and how happy they are at their current employer.

The Talent Intelligence Transformation Agenda

SURVIVE

Remain viable in the marketplace

THRIVE

Differentiate to gain competitive advantage

DRIVE

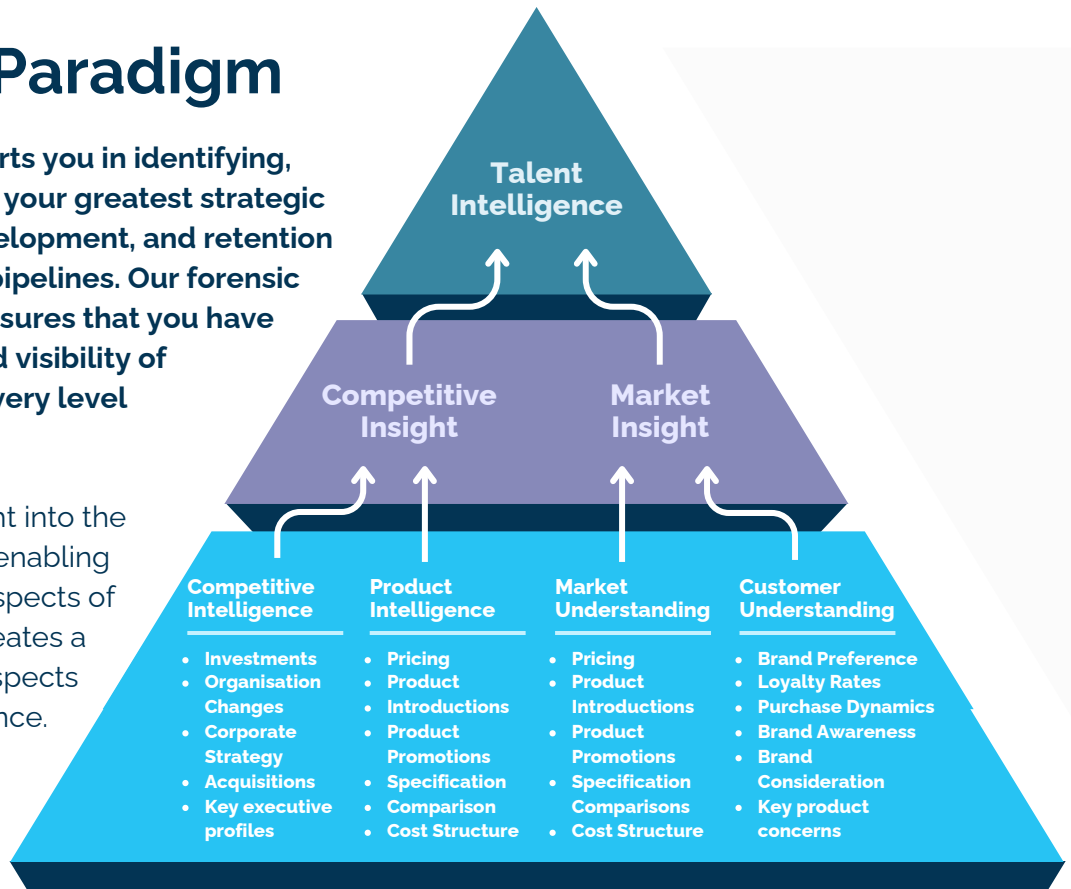
Lead the market by radically innovating and transforming



The Talent Paradigm

Talent Intelligence supports you in identifying, leveraging and managing your greatest strategic risk – the acquisition, development, and retention of your talent and talent pipelines. Our forensic research methodology ensures that you have a first-user advantage and visibility of high-potential talent at every level as well as the C-Suite.

We provide targeted insight into the broader talent landscape, enabling risk mitigation across all aspects of the talent life cycle and creates a strategic approach to all aspects of your corporate governance.



Sample of successful initiatives

People Analytics Strategy, and Execution	DEI & ESG Strategies and Profiling	Headcount and Client Segmentation Analysis	Assessment of Business, Product or Service Opportunities
Real-time Labour Market Data Analysis by product and region	Customised Talent Blueprints & Benchmarking	Real Time Forensic Talent Insights	Due Diligence on new growth markets or product entries
Bespoke Compensation Analysis & Design	Expert Witness Introductions	Organizational Talent Advisory	Boomerang Employee Analysis
Compensation Analytics and Benchmarking	Employee Engagement & Competitor Overviews	Talent Acquisition and Retention Overviews	Talent Thought Leadership

Impact with clients

Recent Case Studies

Competitive Intelligence



CONTEXT

The financial services industry is in the process of undergoing a fundamental transformation, driven by major investments in data science; combining access to alternative datasets within an increasingly agile artificial intelligence. The application of these rapidly evolving technologies at traditional is leading to new organization structures and processes that integrate the best of both traditional as well as systematic approaches.



SOLUTION

We were asked for detailed information and intelligence for approx. 20 top performing global competitors in two specific areas. We provided information on the firms' organization, products, investment processes, personnel, performance measurement, identification, strategic goals, priorities, and critical management issues. Additionally, the client sought to understand how firms adopt and deploy new technologies, including data science, alternative assets, systematic/quantitative methods, machine learning, and artificial intelligence, to create superior trading performance.



BENEFIT TO CLIENT

The engagement was done quickly and confidentially. The client got to know exactly what was happening at each firm and what the future looked like. It gave the client critical information in understanding who the winners will be and how the industry will reconfigure. This data was critical to the client, who wanted to bring more expertise in-house, and also make acquisitions.

Compensation Benchmarking



CONTEXT

Our client, a second-tier regional investment bank, was worried about their compensation metrics being out of line with current market pricing. After losing highly competent bankers, they wanted to ensure their remuneration policies were in sync with market guidelines. They aimed to align their bonus pools and budgets with major competitors.



SOLUTION

We examined our client's functional levels in M&A and investment banking advisory with a focus on healthcare, technology, FIG, and real estate. We provided them with grids and charts within 30 days that compared their compensation metrics to their competitors, including base salary, bonus, and other incentives.



BENEFIT TO CLIENT

Our intelligence and data gave the client crucial perspective on the market and identified any outliers to consider. The deliverable was valuable in preventing potential attrition. Competitive success requires understanding how others in the market organize, offer compensation, and operate. Our mission was to provide not only a market overview but also navigate the client in a tight market to ensure their compensation decisions were correct and allowed them to move forward confidently.

Our Talent Intelligence Expert



Richard Stein,
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Richard joined Sheffield Haworth in 2022 as a Managing Director based in New York. Richard oversees Strategic Client Research and Advisory. In this newly created role for Sheffield Haworth, Richard is responsible for building a firm-wide consulting offering in strategic research, consultancy, and talent advisory solutions. He works with internal and external stakeholders to understand strategic and organizational initiatives that drive performance and long-term value, proposing approaches to talent strategies and organizational structures for existing and proposed businesses. This role builds upon existing Sheffield Haworth materials

and research to create a robust, standardized approach to servicing client needs. Richard is instrumental in creating and developing operational structures and opportunities for geographical expansion and the development of new product lines for the firm. Prior to joining Sheffield Haworth, Richard was with another global financial services specialist, where he was the Chief Growth Officer for eight years. Previously, he held a variety of positions, including Co-Head of Global Markets at Korn Ferry, Caldwell, and other firms. He is a graduate of the University of Buckingham in History, Politics and English Literature.

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