

Miles Associates





Introduction

We are an executive search firm operational throughout Europe, Middle East, Africa (EMEA) region. Our business and marketing strategies emphasise specialist and flexible client partnerships and service. We continue to invest heavily in growing the specialisations of the firm as we continue the development of our global platform.

Our emphasis is on helping our client organisations meet the challenges of a dynamic market environment within a framework that combines the skills of a dedicated research team with those of experienced industry consultants. Our clients benefit from access to our global network of industry professionals and sharp analytical market focus.

We work on assignments at the mid to senior level and manage Board level appointments. From our main offices in London and Frankfurt, we work with a variety of client organisations from large global firms to smaller operations and start-ups.

We have been at the forefront of the executive search industry for almost 20 years with all of our consultants having established their earlier careers within a number of key sectors and geographies. This experience affords us a rich and diverse culture with significant scale and scope. Spanning the spectrum of the industry sectors, our team of professionals has delivered projects in 25 countries throughout Europe, Middle East, Africa (EMEA).

In a world of unprecedented complexity and opportunity, organisations are constantly seeking highly talented leaders to help solve complex industry issues and capitalise on opportunities to optimise their businesses. The ability to hire such talent is critical as globalisation, demographics, and underdeveloped pipelines of future company leaders is making senior talent more scarce. We have advised and helped leading organisations across EMEA navigate the global market for talent and hire outstanding individuals to tackle the critical issues of the day.

We have spent the last 20 years of our existence engaging, evaluating and tracking top line executives and studying the key factors in their performance. Given the constraints in all markets, we now consider the potential of an individual to be an important factor as a predictor of success at all levels from junior management to the C-suite and the board.

It is a more straightforward exercise to measure past performance: it is also possible to evaluate potential. This means looking for indicators such as the right kind of motivation: ambition to leave a mark in the pursuit of greater unselfish goals. High potential reflects deep personal humility and the investment in personal improvement. In assessing both the experience and the potential of an individual, our aim is to secure the future success of our client organisations.

Industry Practices

- Automotive & General industries
- Energy, Power & Utilities
- Financial Services
- Private Equity
- Government & Public Sector
- Infrastructure & Real Estate
- Life Sciences/Healthcare
- Media & Telecoms
- Real Estate
- Retail & Consumer
- Technology, Digital, Disruptive Technologies
- Professional & Business Services

Digital transformation, new business models and rapidly changing markets are redefining—and often dissolving—long-established boundaries between industries. Our industry experts are devoted to helping boards and CEOs make sense of these changes and creating leadership, succession and development strategies to seize the opportunities and avoid the pitfalls that come with these dramatic developments.



Functional Practices

- M&A Strategy, Capital Markets/IPO,
- Commercial Due Diligence
- Legal Services and Commercial Risk & Compliance
- Restructuring / Turnaround
- Strategic & Management Consulting
- Board Appointments
- Chief Functional Officers: CEO, CFO, HR, CIO, CTO
- Human Capital and Talent Advisory Services
- Sales & Marketing
- Technology, Strategist & Engineers
- Value Creation – Portfolio Management and Life Cycle Management

In the environment, in which organisations now operate, traditional functional leadership roles are evolving and new ones are emerging. Functional leaders, whatever their domain, are expected to act as true strategic advisers and partners to the CEO. The consultants in our functional practices help our clients build strong leadership teams to navigate such challenges.



Talent Programme

The model is based on informing participating institutions of the details of appropriate individuals, based on their careers to date, career development goals and interests of the participants to the programme. This programme is not specific to any mandated search. Our aim is to build longer-term career management relationships with such professionals. Our selection is based on the proven abilities of these individuals in revenue generating activities, operational and value creation initiatives, IT/digital contribution and specialisation in turnaround situations. We ensure that all reference checking has been completed before acceptance of their participation in the programme.

Women Returners

This is a mentoring and career coaching programme for senior professional women looking to return to the workplace. As yet, the service has been rolled out in the UK and Germany. The aim of the programme is to provide a path back to a senior role for experienced professional women, who have taken an extended voluntary career break. We shall look to discuss skills, interests and prior experience and provide coaching and mentoring support. We look to introduce selected individuals to the senior management of those organisations, with which we cooperate, as well as give access to specific opportunities.





Capabilities

Advisory and Targeted Search

We provide the strategic advice and targeted search capability to help clients navigate the complexity of the global markets for talent. For every challenge, from the straightforward to the complex, our team of professionals brings together proven experience and innovative thinking to deliver the optimal outcomes.

Strategic Advisory

We offer impartial advice on search strategy, candidate assessment and board composition. Our guidance is based on experience and a unique perspective on people, markets and competitor organisations.

Targeted Search

We support management teams by delivering the strategy to ensure that they have the right people to match the culture and meet the challenges in a dynamic market place.

Candidate Engagement

Our universal knowledge of key professionals is unrivalled and we are expert in engaging such individuals with the requisite skills and industry experience.

Expertise

- Executive Search
- Executive Assessment and Development
- Board Consulting
- CEO & CFO Practice
- Family Business Advisory
- Diversity and Inclusion
- Accelerated Integration
- Returning Female Professionals

We help our client organisations identify, develop and retain exceptional leaders. Our guidance is based on industry experience and a unique perspective on people, markets and competitor organisations. Our universal knowledge of key professionals is unrivalled. We are expert in engaging with individuals and securing their interest as candidates.

The leaders of today are expected to optimise the performance of their organisation, drive innovation and meet the increasing expectations of a range of stakeholders. Our Client Services help leaders meet those challenges by creating highly effective boards and leadership teams and building a strong future talent pipeline.

Miles Associates



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