

# Sanford Rose Associates® – Milwaukee

*Retained Executive Search*

Our Mission, Commitment and Performance Based Approach



## Our Mission

Our mission is to win the relationships with our clients for life. We simply seek to be the best retained executive search firm available as measured by our clients' satisfaction and loyalty. We help our clients to strategically invest in and develop their human capital, improve their organizations and achieve superior performance.

## Our Commitment

Our commitment is to find the best candidates faster by taking full advantage of our industry and occupational expertise, state of the art technology, and to achieve superior client outcomes and satisfaction.

## Our Performance Based Process

Our proprietary Dimensional Search® process provides our clients with a performance based approach that results in the highest levels of client satisfaction. We use small, nimble teams of experienced consultants to conduct each engagement. Clients have direct access to the people doing the work, and the senior search consultants involved have detailed knowledge of our clients and their industries.

*“Sanford Rose Associates® - Milwaukee is successful because you work hard, your integrity is uncompromised, your retained search process is efficient and effective, and you listen.”*

**Metals Manufacturing CEO**



*“Founded in 1959, Sanford Rose Associates® has offices throughout the Americas, Europe and Asia and has successfully placed more than 100,000 executives across a wide spectrum of industries and all functions.”*

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## Our Focus, Experience and Value



*“We appreciate your integrity in the retained executive search process. You provide honest and accurate assessment of candidates. Too often consultants in your industry only sell.”*

**Global Engineered Products Company President**

### Our Focus

Sanford Rose Associates® is a premier international executive search firm, committed to helping you find the best people in the shortest possible time. We serve a broad range of clients, from less than 100 to over 5,000 employees and from less than \$100 million to over \$5 billion in sales. Our focus is on retained executive search services including directors and vice-presidents across all key functional areas, group and business unit presidents, and c-level executives across a broad set of industry sectors. While based in Milwaukee, we serve clients throughout the Americas, Europe and Asia. We focus on creating long-term value for our clients and their owners. Our client’s interests will always come first.

### Sanford Rose Associates® - Milwaukee First Choice for Retained Executive Search

Experience	30+ years of experience with senior executive searches
Time Proven Process	Effective and efficient process refined over 50 years
Global Reach	Offices throughout the Americas, Europe and Asia
Technology	State of the art systems with capabilities to network throughout Sanford Rose Associates offices
Integrity	Honest and accurate assessment of candidates
Commitment to Results	Absolute commitment to finding our clients the best talent

*Finding people who make a difference®*



*Finding people who make a difference®*

## Our Leadership and Expertise

### John R. "Jack" Smith, President

John R. "Jack" Smith, President of Sanford Rose Associates® – Milwaukee, has served a broad base of small, medium, and Fortune 500 sized U.S. and international companies in the industrial, manufacturing, supply chain, environmental remediation services, and human resources outsourcing sectors. Jack has recruited chief executive and chief operating officers, and group and business unit presidents and managing directors for public and private companies. He has also recruited senior corporate officers across key functional disciplines in accounting, finance, information technology, business development, sales and marketing, manufacturing, engineering, R&D, Six Sigma and lean, human resources, and supply chain.

Prior to his career in executive search, Jack enjoyed serving as president and CEO of his own award winning human resources outsourcing firm (Barton Employment Outsourcing, LLC), president of an industry leading environmental remediation services company (GNB Environmental Services, Inc.) and general manager of a best-in-class industrial welding equipment manufacturing company (a division of ITW Miller Electric). During his career Jack has also enjoyed serving for over 17 years as senior vice president of human resources and administration for three top performing Fortune 500 industrial and supply chain companies (GNB Technologies, Inc., Integris Metals, Inc. and EnPro Industries, Inc.).

In these roles, Jack helped to develop strategically aligned performance based cultures involving over 25,000 employees throughout the United States and in over 35 other countries. He has helped CEO's, functional executives and managers throughout all levels of these organizations to significantly improve how they strategically determined their human capital needs and how they identified, hired and developed their leaders. Jack has a proven track record of finding, getting and keeping top leadership talent in the key roles in the organizations he has served. During his career he has demonstrated success executing organizational change, productivity improvement, and high impact profit improvement strategies utilizing lean, Six Sigma, kaizen and other continual improvement methodologies. He holds a Six Sigma black belt certification.

Jack holds a BA and MBA from California State University, Fullerton, California. He has also completed post graduate studies at the University of Melbourne Business School, Melbourne, Australia and Marquette University, Milwaukee, Wisconsin while working toward a Ph.D. in organizational change readiness and strategic human resources.

Jack serves as co-chairman of the WWS foundation in support of Royal Family Kids Camps for abused and abandoned children, on the boards of Students in Free Enterprise and Etude School for the Arts and Academics, and was a past board member of the Metals Service Center Institute and the Cystic Fibrosis Foundation. He is a member of the Society of Human Resources Management and was a past member of Manufacturers Alliance/MAPI, National Association of Professional Employer Organizations, and Battery Council International.

Jack thoroughly enjoys his family, fly fishing, the Green Bay Packers, CSU Fullerton Titan baseball, golf and reading. He and his wife Kristine live in Kohler, WI.



**Jack Smith**  
President  
SRA Milwaukee



*"Jack's most noteworthy strength is his use of effective tools and processes to help executives and managers to assess and hire top performing leadership. He pursues excellence in this work and has the passion and commitment to inspire it in others. These traits lead to outstanding results for his clients and candidates."*

**Louis F. Terhar, President & CEO, Integris Metals, Inc.**



**Sanford Rose Associates®**  
EXECUTIVE SEARCH