



Mandrake
Human Capital



FINDING EXCEPTIONAL TALENT
BUILDING EXCEPTIONAL ORGANIZATIONS



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Human Capital

**TALENT IS THE NEW CURRENCY.
WE'VE KNOWN THIS SINCE 1970.**



TABLE OF CONTENTS



4	TRUSTED ADVISORS
5	MANDRAKE HISTORY
6	WHAT WE DO
7	TALENT ACQUISITION
8	PRACTICE AREAS
9	MANDRAKE REACH

10	TALENT ACCELERATION
11	ONBOARDING
12	TALENT RETENTION
13	TALENT TRANSITION
14	OUR LEADERS
15	CONTACT US

TRUSTED ADVISORS IN TALENT MANAGEMENT

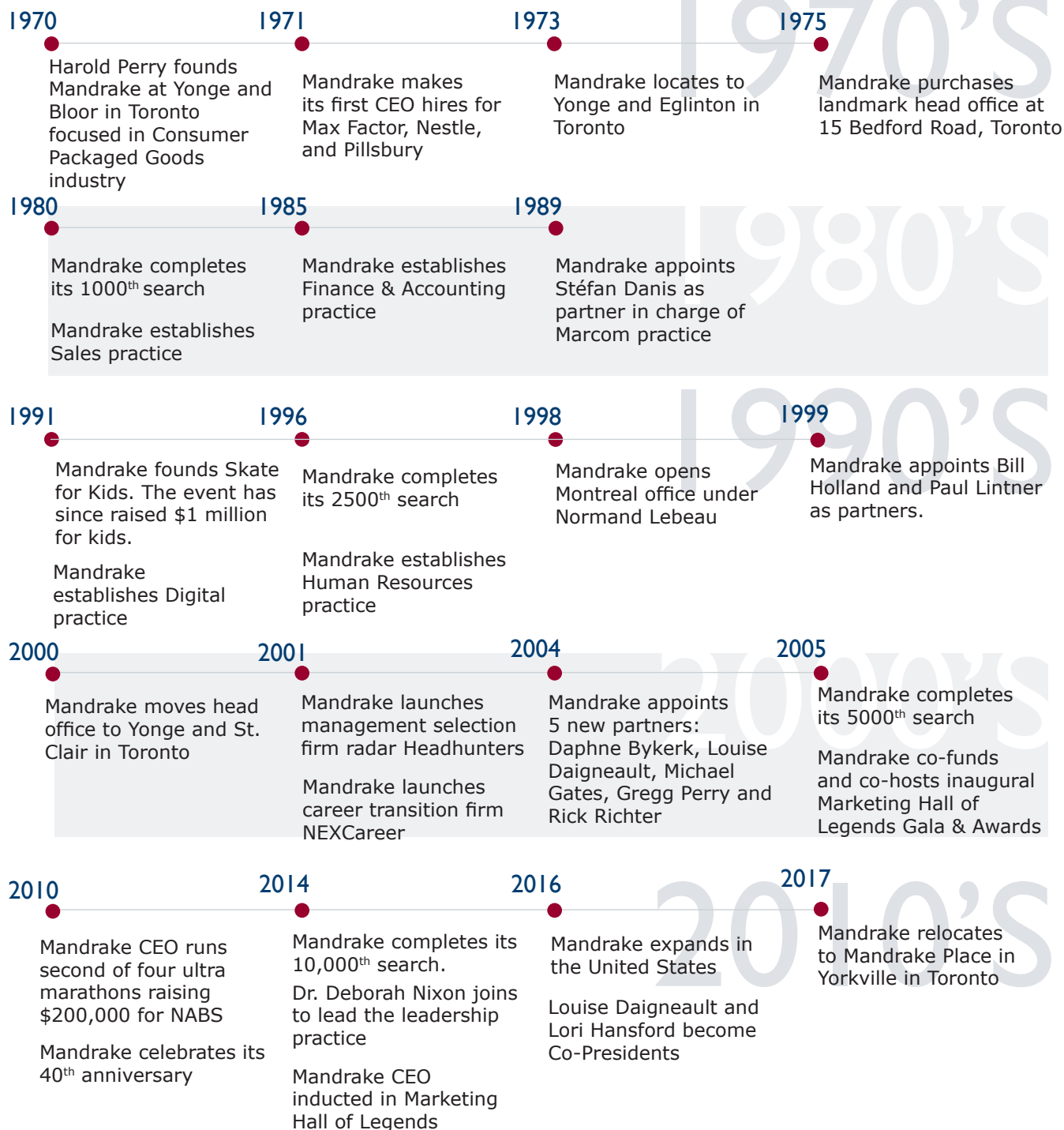


*Success in
business is
limited only
by people.*

MANDRAKE CHANNELS its unique service offering along one guiding principle: success in business is limited only by people. So, we focus on people, their potential, their performance, and your investment in them. Our role is simple, yet broad and adaptive. We endeavour to improve your business in any

way we can through our broad arsenal of tools and experience. Our partners deliver effective and innovative services, including various levels of executive search, onboarding, coaching, and career transition. Our advisory services are tailored to unlock the full potential of your organization and its people.

MANDRAKE HISTORY





WHAT WE DO

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ACQUISITION
ACCELERATION
RETENTION
TRANSITION

TALENT ACQUISITION

*Talent is our expertise.
We look forward
to sharing it with you.*



THERE ARE MORE than 5000 recruitment firms in Canada. Only Mandrake has successfully recruited more than 10,000 senior executives.

Our search process has been continually refined since 1970 and our promise is to de-risk the hiring journey. Essentially, we have more tools in place to increase hiring accuracy without foregoing speed to completion.

We have recruited 300+ CEOs and the cascaded our time-tested methodology to our operating recruitment businesses. We offer fully retained search at the C-suite; retainer-based search for leadership Director/VP roles; success-based recruitment for emerging roles; and interim search.

Local knowledge is indeed a competitive advantage when coupled with a robust proprietary search processes and an entrepreneurial results-based approach. We provide a global search serving clients in 18 countries.

3 Successful Platforms:
Retained
Success-Based
Interim

More than 10,000 Searches Completed
De-Risk Hiring in 4 Ways

OUR EXECUTIVE SEARCH PRACTICES



Mandrake provides talent management solutions to a wide range of organizations including large private and publicly traded corporations, small-medium enterprises, government, public-sector and not-for-profit organizations.

FUNCTIONAL PRACTICES

- Advertising & Media
- Business to Business
- Digital
- Education & Arts
- Engineering & Construction
- Financial Services
- FMCG
- Healthcare and Insurance
- Hospitality
- Life Sciences & Pharma
- Manufacturing & Industrial
- Natural Resources
- Not-for-Profit
- Private Equity
- Public Sector
- Retail
- Small Medium Enterprise

INDUSTRY PRACTICES

- Advertising & Creative
- Board
- Communications, PR, PA, Shopper, Media
- Digital/Social
- Executive Office
- Finance & Accounting
- General Management
- Human Resources
- Information Technology & Security
- Interim Management
- Legal
- Marketing & Consumer Insights
- Operations & Supply Chain
- Retail Operations
- Risk & Compliance
- Sales & Category Management

LOCAL EXPERT GLOBAL REACH

NATIONAL

Mandrake has an in-depth understanding of talent across the country. In addition to our head offices in Toronto and Montreal, we serve clients in all provinces.



GLOBAL



Mandrake offers clients access to global talent through our international affiliate and executive search network, centered in more than 25 countries in major markets throughout the world.

TALENT ACCELERATION



MOST ORGANIZATIONS acknowledge a gap between what they hoped they could do and what actually happened when onboarding a new hire. Irrespective of a leader being promoted, transferred, returning from a leave, or hired from the outside, how a leader starts has a disproportionate impact on their long term performance. Worse, done poorly, a failed start can have up to a 10x cost to the organization.

We solve this issue via acceleration coaching. Forget onboarding, instead accelerate your new hire's performance!

Running Start™, our proprietary coaching program, reduces time to contribution. We guide a leader for the first 100 days, live, online, or via a comprehensive workbook complete with templates and guided conversations. Running

Start™ is the best talent investment you've ever made. At a fraction of the cost of hiring, it unlocks performance, and prevents avoidable issues.

10 Proprietary Accelerating Steps
100 Days of Support
98% Success With New Hires

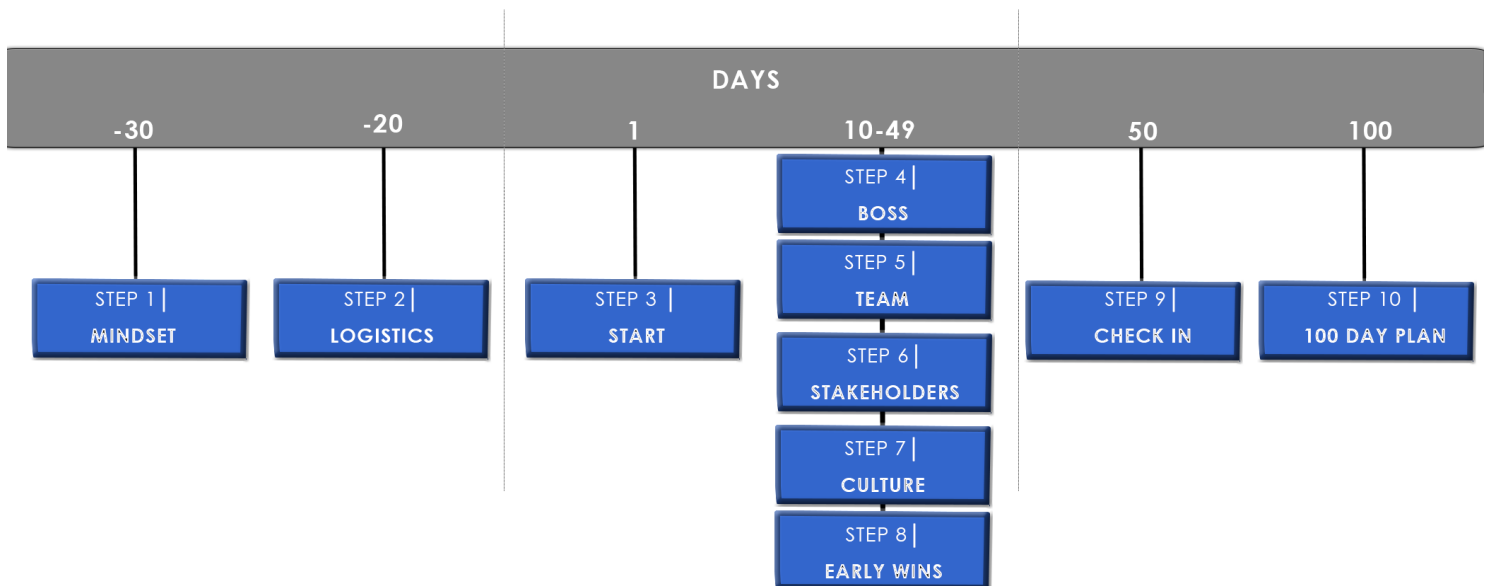
ACCELERATE ONBOARDING WITH RUNNING START™

RUNNING START™ - Onboarding is an executive acceleration program designed to support your transition.

Using our proprietary tool Running Start™, we help executives produce results faster in their first 100 days.



10 Steps to Accelerate your Contribution in Your First 100 Days



TALENT RETENTION

Mandrake consultants provide fully integrated talent retention solutions.



WE WORK WITH YOUR BEST talent to ensure that they stay committed, productive and innovative. We provide executive coaching, succession planning, and career development strategies at every level of the organization. We offer innovative talent programs and strategies, and used a myriad of Assessment tools to help benchmark and create development plan.

3 FUNDamental Approaches:
Coaching, Mentoring,
Training

1,500 Talent Assessments Delivered

5,500 Hours of Coaching Delivered

TALENT TRANSITION



WE HAVE comprehensive career transition programs that provide a unique blend of evaluation, planning, one-to-one coaching, career-education, skill-development and interactive research resources - everything required to professionally transition. Our layered learning approach equips clients with the knowledge and skills to take charge of their careers and to proactively manage their transition, ultimately enabling them to go beyond their expectations!

We offer programs from 2 months to 12 months supporting 1) retirement, 2) job search, or 3) launching one's business. Please inquire to find out what level of service fits your needs best.

10 Amazing Workshops
50 Customers
4,000 Clients Coached

OUR LEADERS



Harold Perry
Chairman & Founder

Stéfán Danis
CEO & Chief Talent Officer

FINDING
EXCEPTIONAL
TALENT



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President, Mandrake Montréal

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BUILDING
EXCEPTIONAL
ORGANIZATIONS



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CONTACT US



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