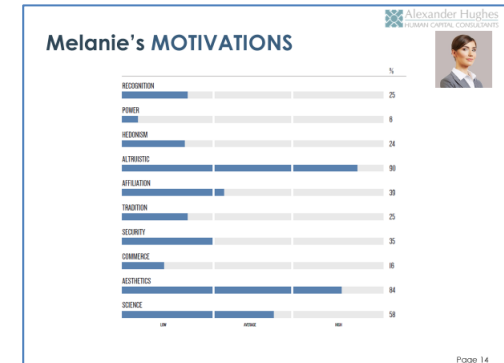
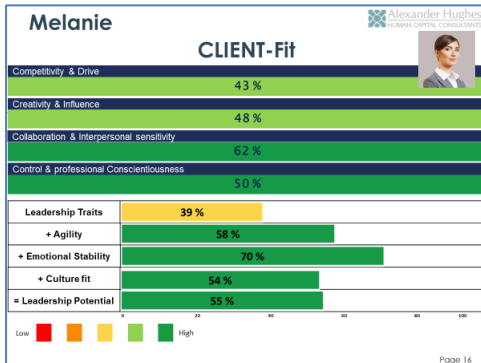
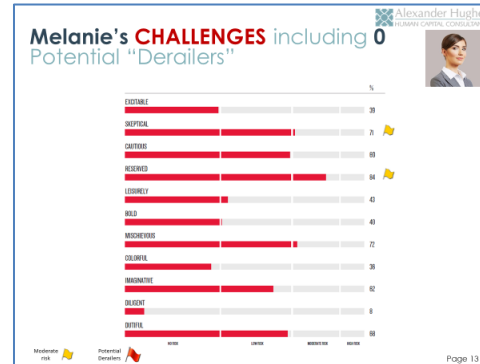
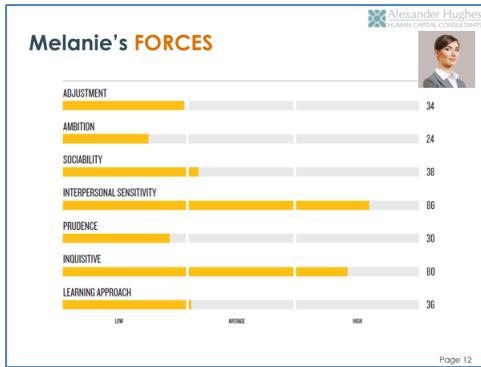


Alexander Hughes Human Capital Top Team Effectiveness approach



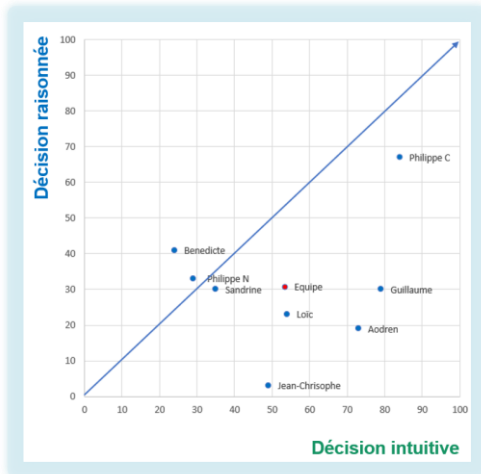
We assess each member of your Top Team



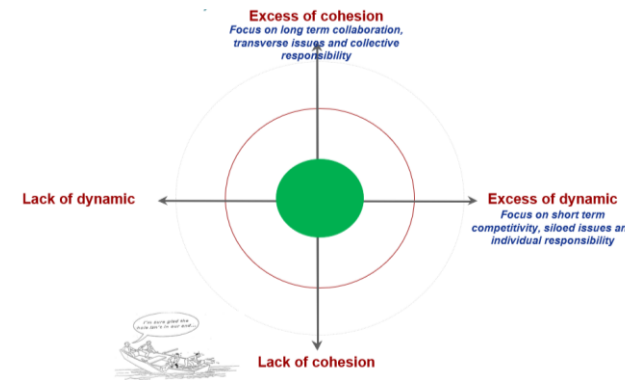
We assess the way your Top Team operates

To assess your team and analyse their ability to deliver performance, Alexander Hughes Human Capital has developed its in-house methodology of team profiling based on its unique Executive Search expertise and a proprietary assessment solution. With an innovative approach to revealing the effectiveness of a top leadership team, and leadership consulting capabilities, we can support you in making the right shift to accelerate the deployment of highly effective leadership teams. We design and facilitate team effectiveness workshops that shine a light on the level of dynamism, cohesion, the process of decision-making, risk-taking, conflict resolution, and much more.

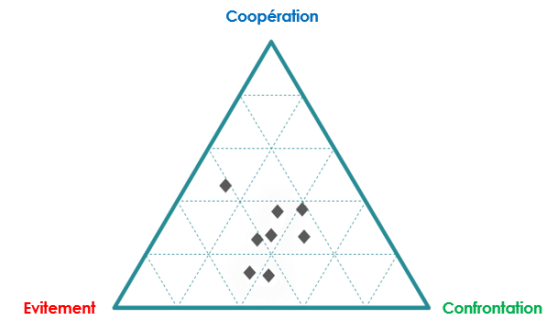
DECISION MAKING



DYNAMIC & COHESION

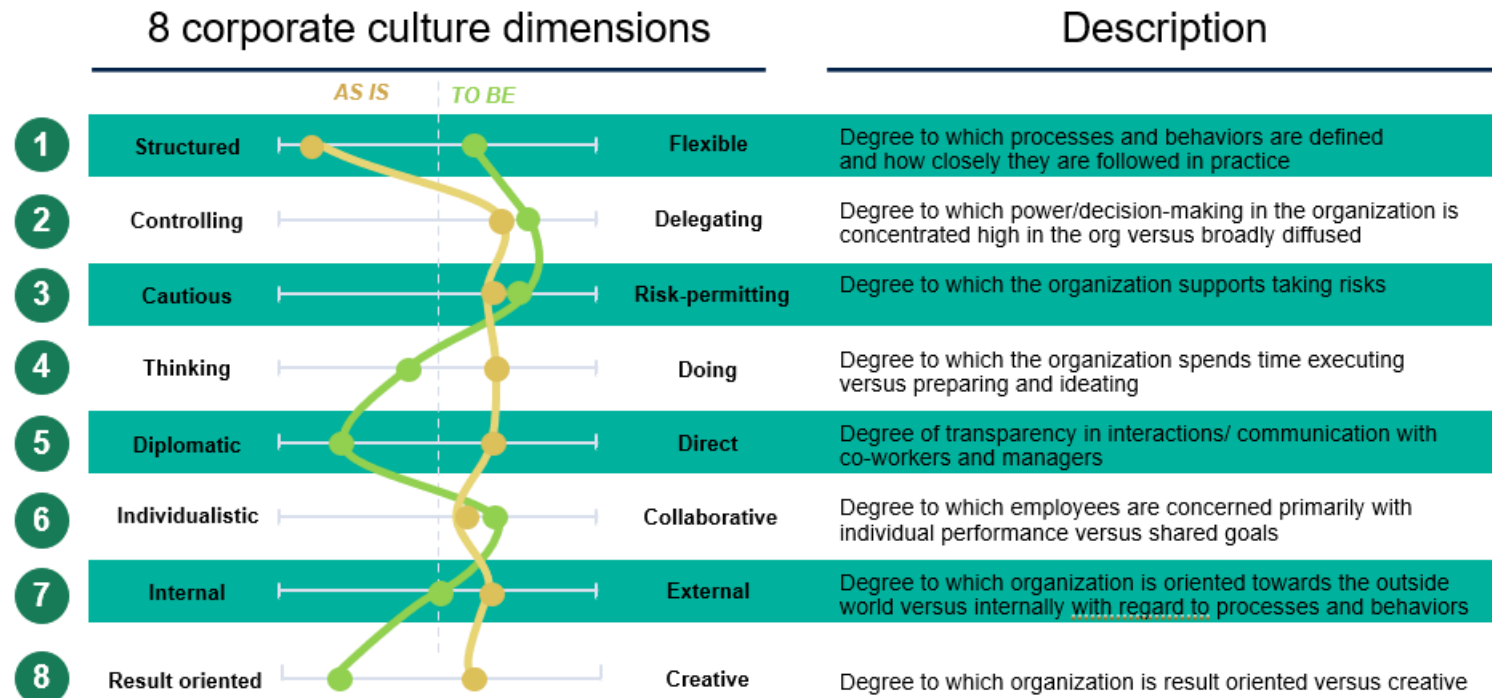


CONFLICT MANAGEMENT



We align the Top Team on your AS IS & TO BE corporate culture

While company culture is often thought of as intangible, Alexander Hughes' Human Capital services shed light on the dominant behaviours that shape your culture. Culture enables a desired strategy. According to 8 distinctive cultural dimensions we work with your leadership team to develop the cultural foundations for tomorrow's business success. As organizations take a step back to review their overall vision, mission and strategy, the notion of culture, or "how we do things around here", has become a critical ingredient to ensure long term sustainability. By partnering with your leadership team, we help you make conscious shifts to identify create a culture that fosters the type of leadership that will propel your organization forward.



We assess your Top Team Dynamic & Cohesion

Excess of cohesion

*Focus on long term collaboration,
transverse issues and collective
responsibility*

Lack of dynamic

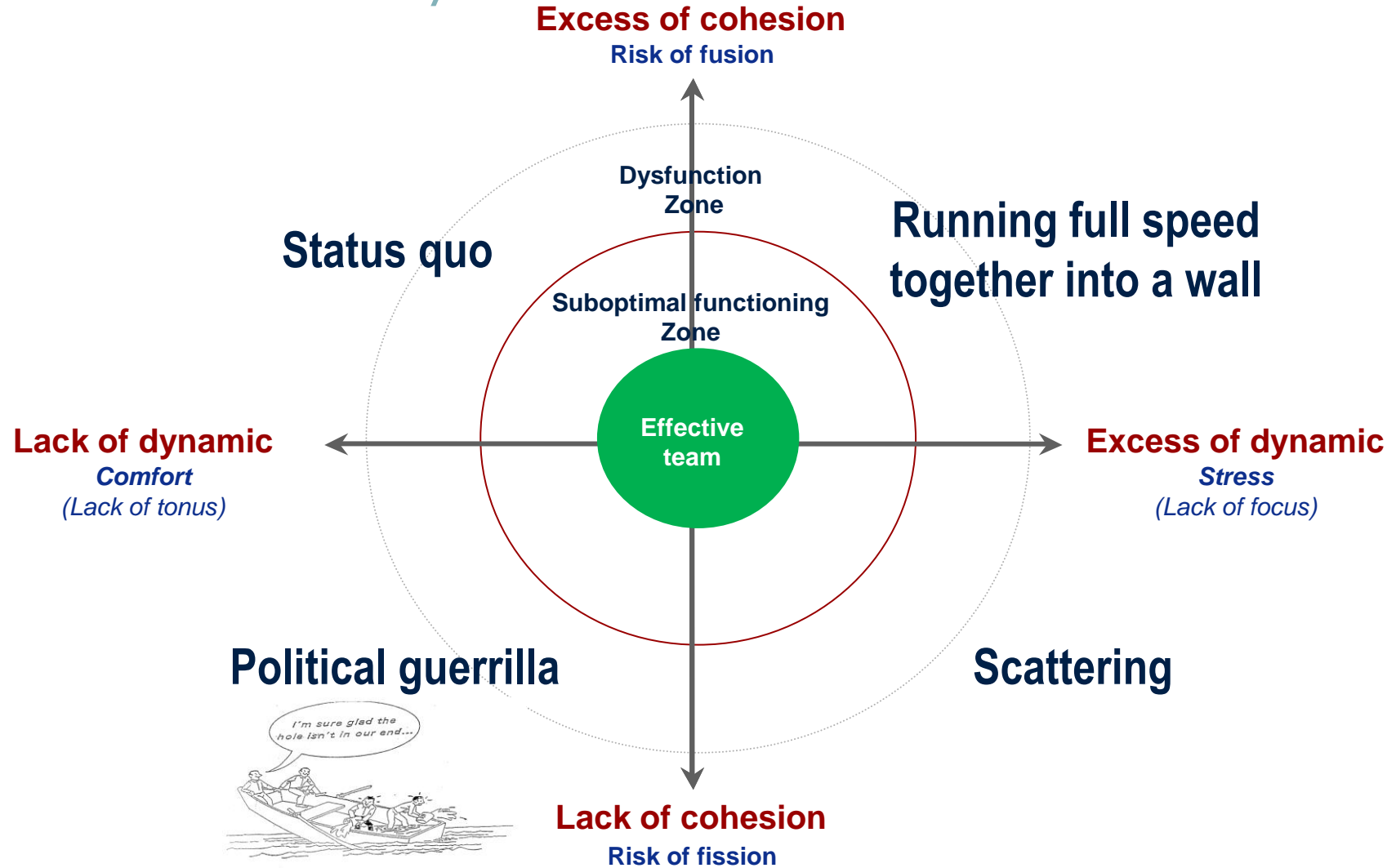
Excess of dynamic

*Focus on short term
competitiveness, siloed issues and
individual responsibility*

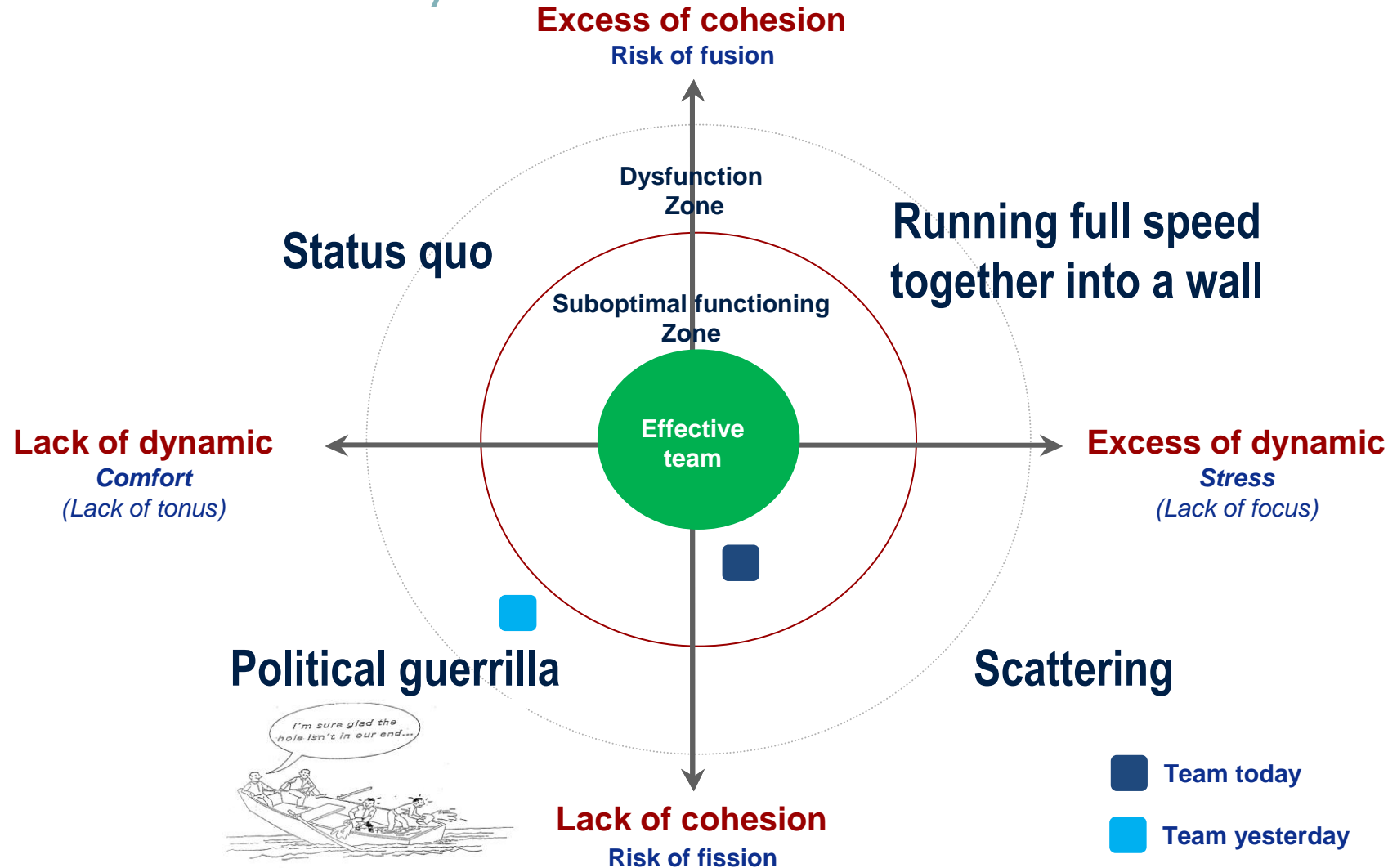
Lack of cohesion



We assess your Top Team Dynamic & Cohesion



We assess your Top Team Dynamic & Cohesion



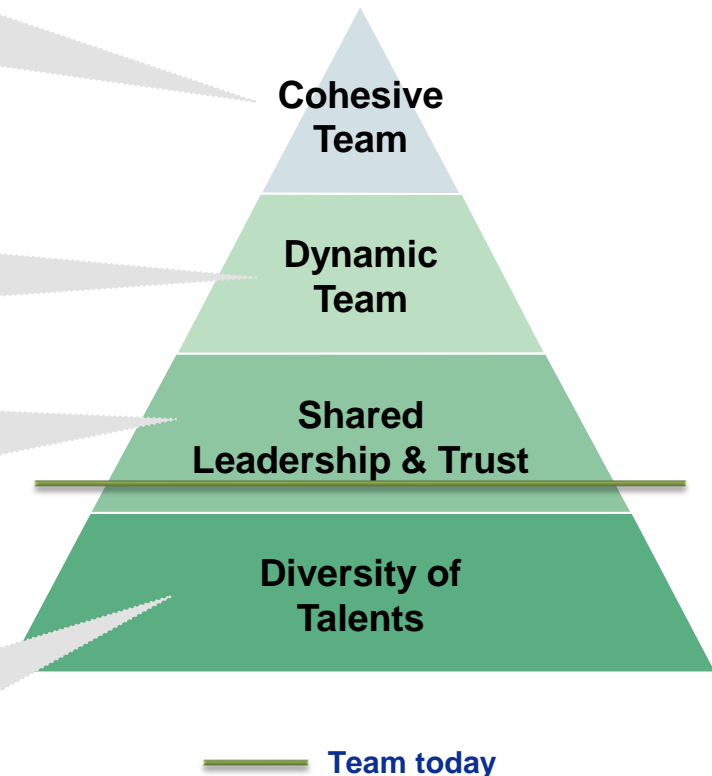
We assess the level of effectiveness of your Top Team

Step 4 – Team **Cohesion** has been created based on **shared responsibility** and **focus on team performance** through clarification of team objectives and team charter

Step 3 – Team **Dynamic** has been created based on **creative constructive confrontation** and **individual engagement for collective performance**

Step 2 – The team leader created the conditions of a **Shared Leadership** and **Trust** among team members

Step 1 – The team is composed of the best **Talents**, with the right diversity of expertise, experience and leadership styles





Alexander Hughes
Human Capital

Philippe Cavat joined Alexander Hughes as a Client Partner in July 2019.

In 2011 he created Boston Consulting Group (BCG) Leadership & Talent practice (Board Services, Top Team Effectiveness, Executive or High Potentials assessment & Corporate Culture assessment & transformation).

Prior to joining Alexander Hughes, Philippe has been managing the Leadership Consulting practice in continental Europe of one of the leading global executive search firms.

He has been leading Non-Executive Director, CEO or Top Executive search, selection or development projects in Europe, Northern America, Japan, Southeast Asia, China, India, Middle east and Africa.

Philippe is a graduate of ESSEC school of management; he is fluent in French and English and HOGAN certified.

We help Top Teams to be more Effective



EXECUTIVE SEARCH

CEO, COO and other C-level Executives

Executive Committee Members

Key Experts

BOARD SERVICES

Board member Recruitment

Board Assessment & Advisory

Family Business Governance

CEO Succession

HUMAN CAPITAL APPRAISAL

Executive team Assessment

Management Assessment

Finalists' validation

Leadership Development Strategy

PROFESSIONAL SEARCH

Seasoned Managers

Rare Specialists

Multiple Recruitments

HIGHFLYERS & FUTURE MANAGERS

Talent pipeline Assessment

High-potentials Search

Diversity and Inclusion

Internationalisation

Succession Planning

Global footprint (integrated network of 58 offices in 51 countries)



ALEXANDER HUGHES SUBSIDIARIES

- 58 OFFICES
- 51 COUNTRIES
- 139 CONSULTANTS