



Q2 2022 | ISSUE 1

# McDERMOTT + BULL NEWSLETTER

## A NOTE FROM M+B

As we wrap up Q1, I wanted to share some insights into conversations with executive search professionals throughout the industry. Across the board, the industry saw the most successful year ever in 2021 (as did McDermott + Bull) and we all faced the same challenge - bandwidth stretched to its limits due to an influx of searches.

However, one thing that differentiated McDermott + Bull was our investment in Lean 6 Sigma, which we implemented four years ago and saw a big pay off from in 2021. Many of you have clients that utilize this methodology to remove waste from their processes. When we started Lean 6 Sigma, the goal was simple - create the most efficient search process for our candidates, clients, and our internal team, while maintaining the highest quality of delivery.

Despite the increased search load in 2021, our time to fill decreased by 13% and was 10% lower than the industry average of 106 days. (Thrive Executive Compensation & Hiring Benchmarks 2021 Report).

I'd love to talk to you about how we support Managing Director's like no one else. See page 2 for how we grow our people and change lives.

**Come join us!**

### Denae Bluethmann

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## WHAT MAKES US DIFFERENT?

### COMPANY COACHING



Executive coaching for EVERY team member in the company that wants one. We believe that by helping our people live their biggest lives, inside and outside of work, the company will thrive.

### EMPLOYEE STOCK PROGRAM



Newly rolled out employee stock program that gives everyone “a stake in the outcome.”

### ALL-STAR SUPPORT TEAM



A support system to help you build your book of business and execute on it easier. We have an amazing team of trainers, executive recruiters, talent sourcers, and marketing partners that are by your side.

### COMPANY-WIDE SUPPORT



In 2020, we were committed to our team and didn't lay anyone off. Instead, everyone with bandwidth pitched in on marketing and business development (a proud culture moment for us). When the boom came in 2021, we were ready!

## PARTNER NEWS

**Five** Managing Directors made it to Partner last year! Click on the press releases below to learn more.



Ken Dropiewski



Jake Vander Zanden



Sue Waterbury



Jason Levi Pinegar



Jared Moriarty

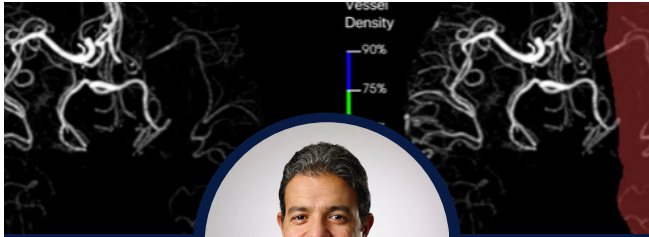
## JOIN US!

We'd love to discuss how we support Managing Directors, create an inclusive culture, and encourage a fun work + life balance.



HQ TEAM HAPPY HOUR

## HIGHLIGHTED PLACEMENT ANNOUNCEMENTS



**KARIM KARTI**  
**Chief Executive Officer**  
**RapidAI**

Karim will refine and advance the company's objectives around top growth, acquisitions, margin expansion, operational efficiency, and organization development...

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**ELIZABETH JENSEN**  
**Chief Financial Officer**  
**Goodwill**

Liz will ensure the financial position of the organization continues to be strong with the ability to grow and sustain Goodwill of Orange County's programs and services in addition...

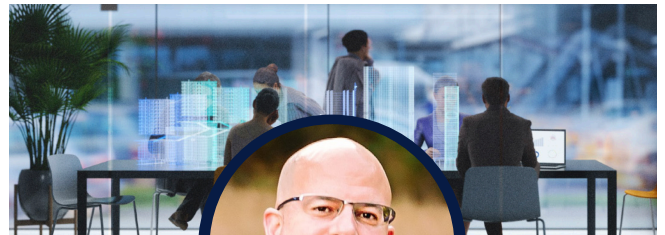
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**MIKE MCGEE**  
**Chief Financial Officer**  
**Lugano Diamonds**

Mike will be charged with ensuring tactical execution of the CEO's strategic vision, while partnering with the leadership team and board. He will have direct supervision of...

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**TAYLOR ADKINS**  
**SVP, Head of Product + Data**  
**Investnet**

Taylor will lead and execute the strategic vision and product development roadmap alongside Investnet's Data and Analytics Global Group Head. Taylor brings...

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