



Q2 2022 | ISSUE 2

# McDERMOTT + BULL NEWSLETTER

## IN THIS ISSUE

### Labour Shortage Solutions

What Should Companies Do?

### M+B's Take

Culture Report: It's Time to Thrive

### What Makes Us Different?

Company Coaching

Best-in-Class Execution Support

A Company That Stands with Employees

Opportunities for Growth

### Employees on the Move

### Featured Placement

### Recent Hires

Dan O'Day

Lisa Hunter

Nathaniel Swokowski

### Update from Paul Gibbons

## M+B's TAKE



### Culture Report: It's Time to Thrive

In "Culture Report: It's Time to Thrive" we discuss the war for top talent and what leaders can do to retain high-quality employees.

## LET'S TALK ABOUT LABOUR SHORTAGE SOLUTIONS

The competition for talent is a different game today. As companies across the globe face unprecedented labour challenges, executive search professionals can play a critical role in helping companies navigate a path forward. This is vital given that companies now face higher attrition, a greater number of vacancies, and new employee and candidate behaviours and demands. To win, companies must recognize that the rules of the game have changed. They must adapt to these rules by adopting new strategies and tactics to attract and secure top talent beyond strictly competing based on compensation; a more holistic solution is required.

### What Should Companies Do?

**Pay to play:** There is no longer a "one-size-fits-all" approach. Employees are looking for competitive salaries and customization – customizable compensation and benefits packages that include benefits they place value in.

**Play to win:** The highest performing businesses have realized that employee behaviours and expectations have changed, and people are at the forefront of their strategy. Leading businesses have integrated flexible work experiences, created intentional collaboration opportunities, and promoted empathetic leaders, driving an increase in employee performance by as much as 54%.

**Stack the deck:** Expand the talent pool. To successfully compete for talent, companies must think critically and creatively about how they solve talent needs. There has never been a greater need to consider non-traditional employees, boomerang employees (former top-performing employees), fractional workers, or up-and-comers with the raw competencies required to be successful.

## M+B'S APPROACH: EMPLOYEES FIRST

### COMPANY COACHING



All employees are offered personalized, 1:1 coaching. We believe that helping employees live their biggest lives, inside and outside the office, enables them to thrive and reach their peak potential, professionally and personally.

### BEST-IN-CLASS SUPPORT



We have a top-performing execution support team that will help you build your practice and enable you to focus on the things you love doing most. Our team of executive recruiters and researchers, marketers, and trainers are by your side.

### COMMITTED TO OUR EMPLOYEES



In 2020, we committed to retain all employees through the COVID-19 pandemic. We repurposed excess capacity to support marketing and business development, which ultimately helped the business grow – a proud culture moment for us. We came out stronger, and with a highly-engaged team.

### OPPORTUNITIES FOR GROWTH



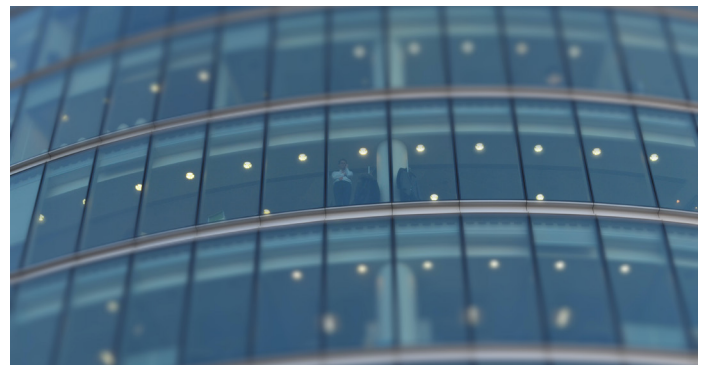
We're a growing firm with ample opportunities to expand into new verticals, markets, and geographies.

## EMPLOYEES ON THE MOVE

Four managing directors were promoted to partners at the end of 2021.



Jared Moriarty      Sue Waterbury      Ken Dropiewski      Jason Pinegar



### FEATURED PLACEMENT

McDermott + Bull has successfully placed Damon Houterman and Kamal Masud as Managing Directors of Corporate Development for the United States at The Jim Pattison Group (JPG). Damon and Kamal will play pivotal roles in JPG's growth across North America. They will also be responsible for driving the growth strategy and expansion through the sourcing and origination of deals and transactions across the U.S.

The Jim Pattison Group is a diversified holding company, operating primarily in the United States and Canada.

This search was completed by Managing Partner Paul Gibbons, Director of Talent Acquisition + Operations Heather Cameron, and Research Associate Alina Ivanets.

## NEWEST MEMBERS OF OUR TEAM



### **Dan O'Day**

#### *Partner*

Dan serves as a Partner at McDermott + Bull, based in the firm's Vancouver office. He has 20+ years of search experience across a range of industries, including healthcare and life sciences, consumer goods, and food and beverage. In his practice, Dan partners with private equity firms and their holding companies along with public and private companies to assist them in sourcing and engaging key executive talent nationwide.



### **Lisa Hunter**

#### *Principal*

Lisa serves as a Principal at McDermott + Bull, based in the firm's Vancouver office. She has 20+ years of global recruitment experience including graduate recruitment, in-house, recruitment process outsourcing, and executive search. With a strong track record of leading and executing complex international executive search engagements, Lisa supports our partners across diverse sectors.



### **Nathaniel Swokowski**

#### *Senior Talent Partner*

Nathaniel serves as Senior Talent Acquisition Partner for McDermott + Bull, where he assists with internal hiring and expanding the firm's people resources. Nathaniel's principal focus is on building strong relationships with high potential talent for our Managing Director role domestically and internationally. Nathaniel is driven through connection and is fueled by the convergence of passion and profession.

## UPDATE FROM MANAGING PARTNER, PAUL GIBBONS

McDermott + Bull is growing! We have added six new members to our Canadian team in the past year. Our continuous investment in relationship-driven industry experts has acted as a driving force in our expansion across Canada. We have accelerated our growth by adding experienced search professionals in key areas. McDermott + Bull will continue to forge great relationships and help our clients gain a competitive advantage by offering high-touch, consultative services and assisting our clients in building high-performing executive teams.



### **Paul Gibbons**

#### *Managing Partner*

[pgibbons@mbexec.ca](mailto:pgibbons@mbexec.ca)