

reo+group

executivesearch



About Reo Group

As CEO of a professional services organisation, my purpose has always been to deliver a powerfully human approach to talent attraction, retention and career development. This simple methodology filters throughout Reo Groups' suite of businesses and has been the catalyst for delivering outstanding results for our clients whilst driving our growth from a Sydney-focused specialist to a national, multi-disciplinary business of which our Executive Search practice is an integral part.

“Chiefs have to set direction, align and mobilise leaders, deal with Boards, and manage internal and external stakeholders. But their biggest challenge is managing themselves in change and finding the space to be creative and capitalise on opportunity. Their self mastery and self management practice is central to their effectiveness.”

During the last twenty years, I have collaborated with senior executives from multinational companies to build high performing leadership teams. The talent landscape we operate in today is one of the most challenging in recent years, with a sizeable shift in the accessibility of talent, coupled with the migration of people across roles and industries in response to external factors that no one could have predicted. Selecting the right leaders to steer your business has never been more critical. The leadership team at Reo Executive draws on personal experience from industry and global

search firms, providing a best-in-class service as they partner with you in making selective appointments that will deliver strong commercial outcomes for your business.

In my roles as CEO, author and industry authority, a common thread has always been advocacy for diversity and inclusion in all forms within leadership teams. I've experienced first-hand how diverse groups of senior leaders can positively impact a business and Reo Executive actively

champions fostering inclusion with every client we work with, resulting in high performing executive teams that maximise innovation and creativity.

I know that finding and retaining good people is one of the biggest challenges organisations face. Our expertise, through methodical and meticulous process that has outstanding service at its heart, will help select the best people in the market and bring them to your door.

Stella Petrou Concha
Reo Group CEO





Leading in a Disruptive World

In recent years, we have witnessed unprecedented change as organisations have been forced to pivot and adapt to changing markets, new expectations around how and where we work, and significant adjustments to the accessibility and tenure of talent. As a business like any other, so we have been commercially conditioned to empathise with both our clients and candidates' expectations. In response, we put people first. We create value through people.

Our partners and senior executives are all established industry professionals who are used to navigating challenging landscapes and seek to embody your company's vision and strategic goals.

We know that purpose driven, people centric and values orientated companies are higher performers and we are committed to selecting talented individuals who subscribe to these traits.

Ethically inclusive and diverse companies are the commercial zeitgeist of the 21st century. Reo Executive will partner with your organisation to determine your future leaders, keeping D-VUCAD – disruption, volatility, uncertainty, complexity, ambiguity, and diversity - front and centre.

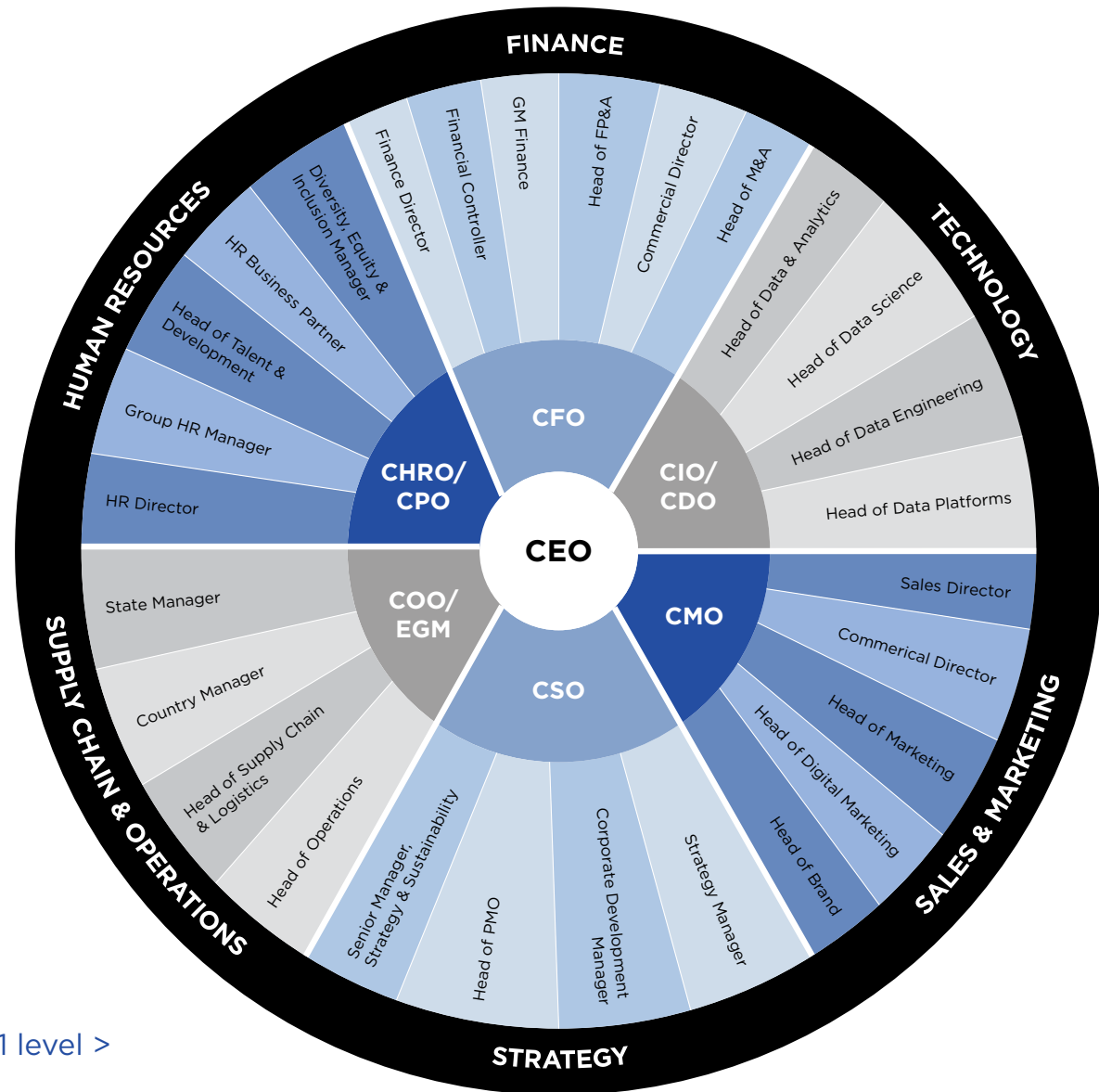
“Investment in C-suite leaders of tomorrow will provide organisations with a competitive edge. Today's aspiring executives will soon take the helm and it's critical they are bringing the skills and attributes your organisation needs to remain relevant.”

Raghav Mehta
Executive Director - Search

Our Depth and Expertise in Executive Search

Reo Executive cover the full spectrum of leadership roles, from C-suite and C-1 roles to senior managers and divisional heads. Our focus is on the full leadership lifecycle, employing the same detailed search processes for senior management roles as we do for Chief Executives.

We believe that investment in aspiring leaders is as important as appointing the right chiefs, ensuring you are bringing the right skills and competencies into your team that will allow you to successfully navigate into the future.



75% of Reo Executive mandates are at the C-1 level >

Client Portfolio

Drawing on direct industry experience and a wide range of executive search and recruitment client partnerships, the team at Reo Executive have deep knowledge and experience across a broad range of industries. We understand the most pertinent challenges you are facing, and the attributes of your future leaders that will elevate your organisation to the next level.



Reo Group - Our Capabilities

Executive Search

Reo Executive exists to provide a class leading Executive Search Practice where service to our valued clients is at the heart of everything we do. Culturally aware and inspired by inclusion and diversity, Reo Executive selects leaders who leave long shadows.

Interim Management

Our Interim service helps organisations that require support during periods of restructuring, digital transformation, mergers & acquisitions or other change, by providing specific expertise across all business units.

Leadership Consulting

We provide bespoke solutions around leadership evaluation and mentoring solutions that enables our clients to attract, evaluate and develop successful leaders and teams, including executive coaching, team building, succession planning and cultural alignment programs.

Executive Development

Metabolising issues and solving problems is more effective in collaboration with our peers. Our sister company, HiveQ, accelerates leadership stimulus for C-level executives and their direct reports through a holistic approach to professional and personal development, powerful introductions and networking, curated peer advisory groups, and a hive of trust and support.

Recruitment Services

Reo Group are trusted experts in recruitment across accounting and finance, financial services & insurance, technology, business services, and human resources. Using our Profile 360™ products we build a complete picture of your talent lifecycle, the specific requirements of the role and the attributes of the right candidate, enabling us to consider traditional and non-traditional approaches to meet your needs in a tight market.

Temporary Staffing

We provide temporary staff and contractors across all sectors, enabling you to add specific skills or resources to your team to fulfil project work or cover gaps. Our dedicated temp team work quickly to meet your requirements so you can react quickly to the changing needs of your business.



“The next decade will witness accelerated disruption and innovation, creating tremendous opportunity across the Australian corporate landscape. Attracting the right mix of visionary and strategic talent will be critical for any company to stay ahead of the game.”

Chloe Norris
Head of People & Culture



Our Commitment to Diversity, Equity & Inclusion in Search

Inclusive organisations are built with intent. Their construction begins with the appointment of leaders who have absolute clarity on the attributes required to curate teams with disruptive perspectives, diverse experience, and divergent thinking. Those leaders need the skills to bring together people of all backgrounds and align their behaviours with the vision for the organisation.

You have a singular opportunity to make the right choice in your leaders. Their mindset, energy and vision will filter throughout your organisation. They will create diversity, equity and inclusion, or lack of, in your organisation through their own hiring decisions. It's critical to get these appointments right, first time.

Unconscious bias, leadership skill gaps, quotas and a lack of prioritisation are all barriers to building truly diverse and inclusive teams. Reo Executive strive to lift these barriers through our evidence-based approach to search where fact overrules bias, through clear definition and assessment of attributes for the role, and through championing the importance of hiring inclusive leaders who bring unique creativity, perspective, and innovation to your leadership team.

Our Corporate Social Responsibility in alignment with the UN SDGs

Reo Group are actively engaged in projects that support the UN Sustainable Development Goals (SDGs), with particular focus on SDG #4, Education.

As businesses transform and automate their processes, remote Indigenous communities still do not have adequate access to the basics of fast internet, computer equipment and software and the educational opportunities required to make their career goals a reality. SDG#4 inspired the creation of our 'Elevate a Nation' project with the aim of addressing this issue.

Every time our executive search or recruitment teams place a candidate, Reo Group give the equivalent of 50 days of technology education to remote Indigenous communities across Australia, translated into action on the ground by our partners at Dot Com Mob.

Through this project we are focused on reducing the digital divide across Australia.

Our vision is an inclusive and equitable education for all.



Our Differentiators

| Aspect | Boutique | reo+group — executive search | Mega |
|---|----------|---------------------------------|------|
| High degree of senior partner involvement | ✓ | ✓ | ✗ |
| Track record of more than 5,000 placements over the last decade across Australia | ✗ | ✓ | ✓ |
| Original owner founders in place | ✓ | ✓ | ✗ |
| National location | ✗ | ✓ | ✓ |
| Disrupting search to be more client centric, with reduced delivery times | ✗ | ✓ | ✗ |
| Tier 1/SHREK search and research partners | ✗ | ✓ | ✓ |
| Only boutique in Australia to offer full suite offering including leadership development via Hive Q | ✗ | ✓ | ✗ |
| Think like a boutique, act like a large corporate | ✗ | ✓ | ✗ |
| Highly developed evidence based search methodology | ✗ | ✓ | ✓ |



Reo Executive Search Team



Raghav Mehta | Executive Director - Search

Raghav partners with global organisations on their entry into the Australian market, works with pre-revenue businesses as they approach launch and has been instrumental in building the corporate profiles of organisations moving towards IPO. His extensive and varied search experience sits on the foundation of Big 4 industry experience, making Raghav a deeply knowledgeable partner and trusted advisor to C-Suite executives and senior HR leaders.



David Khadi | Executive Director - Growth

David is a seasoned recruiter within the executive space. His in-depth understanding of recruiting from CEO to functional head level has made David a trusted partner across broad range of clients from SMEs to global organisations. David's industry knowledge is broad and his specialties include CEO, COO, MD, General Manager, Operational roles and functional heads, particularly: Marketing, Sales, Retail and Digital.



Stella Petrou Concha | CEO

Stella Petrou Concha has extensive experience working with boards, C-suite and senior leaders as an executive search partner and acts as a strategic advisor to numerous industry boards and multinationals. Stella chairs a CEO consortium, is an advisory board member for the University of Technology Transdisciplinary School of Creative Intelligence and Strategic Innovation and is a known advocate for diversity in executive teams.



Nidhi Gupta | Executive Research Partner

Nidhi is a talent acquisition professional with over 15 years' experience and a deep understanding of the Australia and New Zealand market. Specialising in market research, mapping, analysis, and the identification of high potential talent, Nidhi understands that, when researching at the senior executive level, a tailored and innovative approach is essential to delivering an outstanding longlist to the client.



Reo Executive Search Team



Jonathan Attwood | Executive Director – Financial Services & Insurance

Jonathan is a proven leader in financial services search & selection. Building on industry experience with a career in recruitment, Jonathan has curated a large network across the insurance, wealth, superannuation and banking sectors, developing long-standing relationships with clients and candidates who view him as the go-to advisor when building their teams.



Tom Moore | Executive Director – Commerce & Industry

Tom brings a deep knowledge of the South Australian market to Reo Group as he heads up Reo Group's expansion into Adelaide. His people-first approach combines with hands-on, end-to-end recruitment to consistently deliver an exceptional level of service to his clients. Tom's core focus in finance and accounting is complemented by proven experience across sales, marketing technology and banking, making him a versatile and seasoned partner.



Phil Martin | Executive Director - Technology

Phil is an expert in the technology space, with 15 years' experience delivering mandates across Australia and beyond. His expertise in the Enterprise Performance Management space is unquestioned, with additional recognition across Data, Analytics, Automation and Software Development. With a consultative approach, Phil has a signature style that clients turn to for candour, insights, and advice.



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