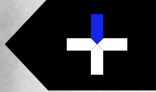


reo+group
executive
search



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.

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

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.

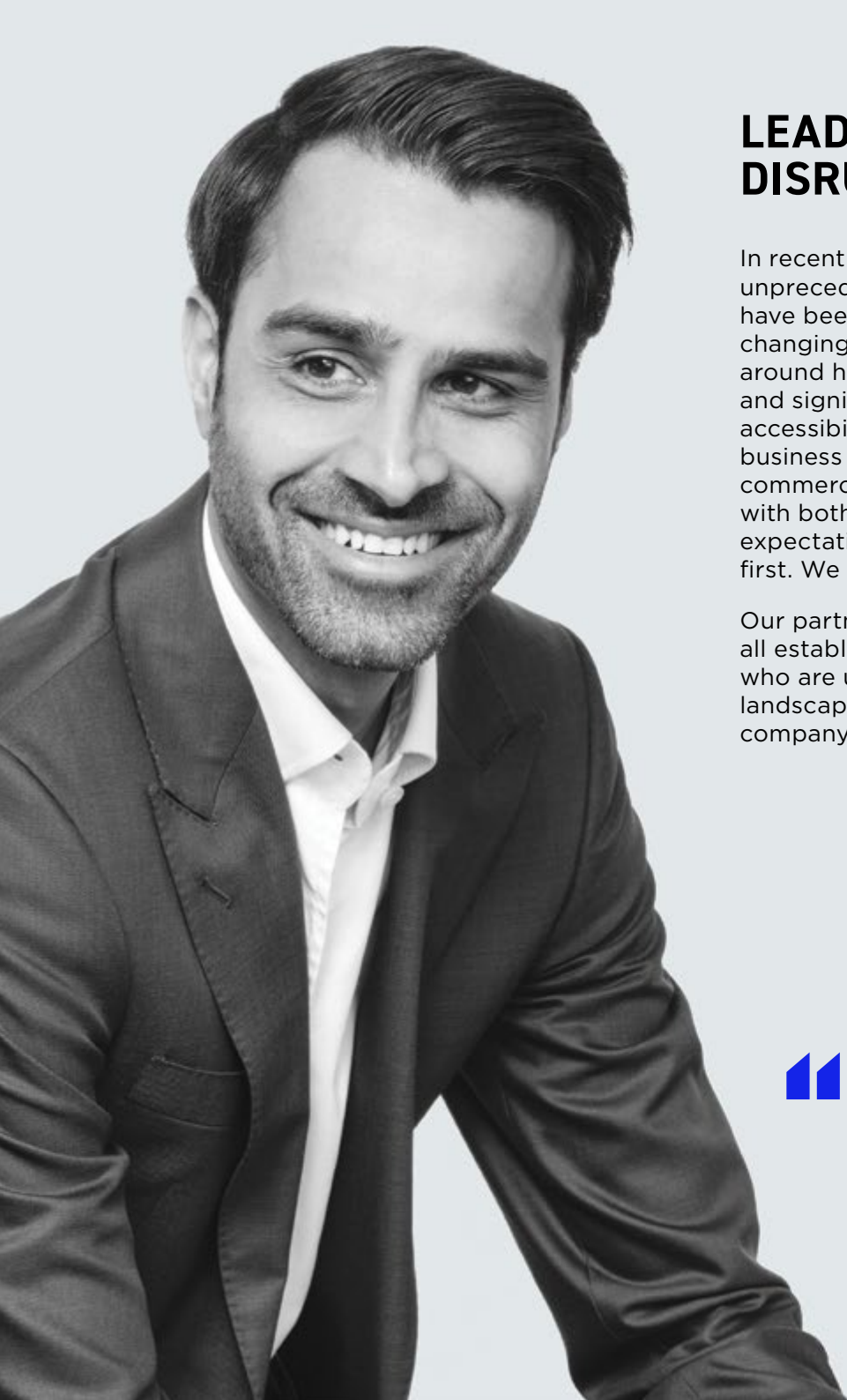
During the last twenty years, I have collaborated with senior executives from multinational companies to build high performing leadership teams. The talent landscape we operate in today is one of the most challenging in recent years, with a sizeable shift in the accessibility of talent, coupled with 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

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.

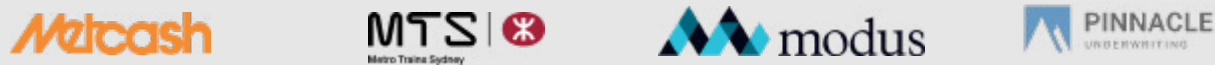
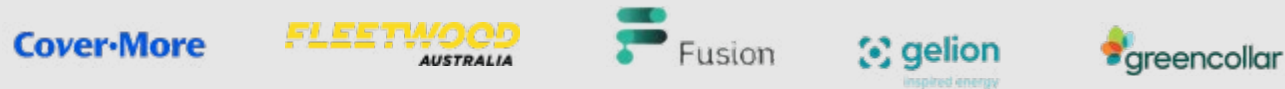
Our partners and senior executives are all established industry professionals who are used to navigating challenging landscapes and seek to embody your company's vision and strategic goals.

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



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 permanent and temporary recruitment across finance & accounting, technology, financial services & insurance, business services, human resources, marketing, and supply chain & operations. We are leading change for people through people by connecting our client partners with quality talent; growing high performing teams with tenure and delivering short term staff to meet the evolving needs of the organisation.

PROFESSIONAL SERVICES

Access to the right technical resources is essential for the success and timely delivery of any IT project. Reo Group Professional Services exists to support your organisation by identifying and delivering those resources, providing the best SMEs in the market who integrate seamlessly with your business as you work towards a common goal. Our services ensure that any digital transformation, implementation or optimisation runs smoothly, aligning with and contributing to your overall goals.

“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 — executivesearch	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



STELLA PETROU CONCHA | CEO

Stella Petrou Concha is CEO of Reo Group and co-founder of executive networking firm HiveQ and has extensive experience working with boards, C-suite and senior leaders as an executive search partner and strategic advisor. Stella specialises in the appointment of CEO, COO, and General Manager, as well as senior executives across finance, technology, and HR, leveraging her extensive network and a wealth of experience across a wide range of industries to deliver the best candidates in the market to her clients.

STELLA@REOGROUP.COM.AU | 0414 511 842



RAGHAV MEHTA | EXECUTIVE DIRECTOR: COMMERCE & INDUSTRY

Raghav is a deeply knowledgeable partner and trusted advisor to C-Suite executives and senior HR leaders, specialising in the appointment of CFOs and their direct reports. Raghav has experience working with organisations across all stages of the growth spectrum; partnering with global organisations on their entry into the Australian market, working with pre-revenue businesses as they approach launch and helping build the corporate profiles of organisations moving towards IPO.

RAGHAV@REOGROUP.COM.AU | 0468 649 299



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 across Marketing, Strategy, Supply Chain & Operations and HR.

DAVID.KHADI@REOGROUP.COM.AU | 0434 246 856



NIDHI GUPTA | EXECUTIVE RESEARCH PARTNER

Nidhi is a talent acquisition professional with almost 2 decades of 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.

NIDHI.GUPTA@REOGROUP.COM.AU | 0478 836 158



JONATHAN ATTWOOD | EXECUTIVE DIRECTOR: FINANCIAL SERVICES & INSURANCE

Jonathan is a proven leader in insurance search & selection. Curating a large network across the commercial, corporate and specialty insurance industry, Jonathan is across industry movements at a global level, making him perfectly placed to bring his client partners high quality shortlists of executives as well as talent mapping and intelligence projects across multiple unique classes of business. Jonathan also excels in the placement of C-1 roles, setting up succession plans and future-proofing executive leadership teams..

JONATHAN@REOGROUP.COM.AU | 0466 618 897



PHIL MARTIN | EXECUTIVE DIRECTOR: TECHNOLOGY

Phil is an expert in the technology sector, with over 15 years delivering mandates across Australia and beyond. CIO, CTO, CISO, and CDO are all critical hires as organisations turn their focus to transformation, adoption of AI and cyber security. Phil understands the challenges businesses are facing and the technical and leadership skills required to steer teams into the future.

PHIL.MARTIN@REOGROUP.COM.AU | 0449 574 009



TOM MOORE | EXECUTIVE DIRECTOR: SOUTH AUSTRALIA

Tom brings a deep knowledge of the local South Australian market to his approach to executive search, consistently delivering exceptional results and level of service to his clients. Tom's core focus in finance is complemented by proven experience across sales, marketing, technology and banking, making him a versatile and seasoned search partner for the Greater Adelaide area.

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