



A Better Fit

Executive Recruitment:
Retail and Consumer

Experts in Executive Recruitment

Battalia Winston has been helping companies find and retain top executives for more than 50 years.

The retail industry, always rapidly evolving, is now in the midst of what could be termed a “seismic shift.” The challenges include consolidations within the various sectors, the necessity of managing a multi-faceted marketing and distribution strategy in a 24/7 world, and a reduced bricks-and-mortar footprint. These, combined with the growth of omni-channel businesses, have significantly changed how we think about and define the industry. Further, the retail experience, in-store or online, is now expected to be entertainment, tailored to the total lifestyle of the customer.

Retail businesses that expect to thrive in this changing environment must have the capacity to anticipate constantly changing consumer behaviors and be prepared to adapt—*quickly*. If a retailer is not ahead of the curve, it is falling behind, with little chance of catching up.

To succeed in this era of transformation, retailers need *creative, innovative, and flexible* leaders—proactive and decisive individuals with multi-functional backgrounds and a broad range of experiences. This new retail executive must have a clear vision, the ability to leverage the potential of a dynamic market, and the depth of experience necessary to lead a company through significant transitions. The best retail leaders, in all functional areas, demonstrate an innate ability to manage change effectively and oversee multiple channels of distribution simultaneously while developing high-performing teams.

Battalia Winston’s Retail Practice has recruited leaders for many top retail companies across the entire the industry: department, specialty retail and ecommerce as well as restaurants, supermarkets, and food service. We know how to identify and evaluate executives who have the strategic and entrepreneurial qualities critical to achieving and sustaining success. We work with our clients to find executives with the experience and expertise to build thriving businesses.

About Battalia Winston

- Specializing in 8 industry verticals: Retail/Consumer, Life Sciences, Healthcare Services, Industrial and Manufacturing, Financial Services, Legal, Risk, Compliance, Nonprofits and Associations/Foundations, and Family Business.
- Consistently ranked nationally as one of the top twenty executive search firms by Hunt Scanlon Media.
- U.S. headquarters in New York, NY and offices in Boston, MA; Chicago, IL; Woodbridge, NJ; and Washington, D.C. Through our well established relationships in Europe, South America and Asia, we offer clients the advantages of both global presence and local knowledge.

In 87% of our searches, we identify the finalist candidate within the first 3 weeks.



Requirements Gathering

- Analyze position corporate culture & executive team culture
- Research & source new candidates

Screening

- Phone interviews with Battalia Winston
- Reference interviews
- Social media screen
- Evaluation of career achievements & industry knowledge

Assessment

- Competencies, motivators & performance metrics
- Leadership assessment
- Caliper profile

Executive Selection

- Offer & negotiation
- Debriefing & feedback
- Onboarding consultation

Our Approach

85% of our clients come back to us for another search.

Our Services

Battalia Winston conducts searches for key executive, senior leadership and management positions for companies across the retail sector. We recruit outstanding leaders who possess exceptional talent and whose values are compatible with our clients' values and goals.

Search

Drawing from our deep industry knowledge and vast networks, we research, source, vet, and place executives who best fit our clients' organizational needs. We are also closely involved in the interview stage, negotiations and onboarding.

Leadership Assessment

We work directly with our clients and their senior leadership teams to improve their organization's ability to identify, develop, and retain the talent needed to fulfill long-term growth goals.

Project Recruitment

When a client encounters a challenge requiring multiple hires (expanding into a new market, launching a new product, or adding a new line of service), Battalia Winston is able to quickly identify and recruit the team needed. We perform a thorough evaluation of skills, personalities, and behavioral traits to ensure that we are building a strong team that is optimized for long-term impact.



Frederick Lamster, Partner

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Fred's career in Human Resources and Staffing spans over 25 years. He has experience in all retail segments, including department stores, specialty, catalogue and direct. He's also worked in the wholesale market as CHRO for a major wholesale brand. Before joining BW, Fred was a successful CHRO at a number of large and small retail entities in all segments of the retail landscape, including Orchard Brands, Charming Shoppes and Aeropostale. He was also Vice President of Staffing at L Brands where he began the building of the company's first centralized internal staffing function. In all of these positions, he was responsible for building strong executive teams as well as bringing on board a bench of future talent in all areas of the business.

Fred earned his B.A. in American Literature and American History from Queens College (CUNY). He has both a Master's degree and Ph. D in American Civilization from Brown University. He has served on a number of private boards as well as the Board of Directors of Body Central, a regional retailer previously headquartered in Jacksonville, FL.



Joe Carideo, Partner

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Joe is the partner in charge of the firm's retail and consumer products practice. He conducts senior-level searches for a broad spectrum of retail companies and consumer products companies in the fashion and packaged goods arenas. Joe works with the boards of large retail organizations to recruit CEOs and COOs. Venture capital firms have retained him to find leadership for small to medium-sized retail investments. The White House has consulted with him concerning the retail businesses of the U.S. Armed Forces. Joe's practice also includes boards of directors and functional heads for both line and staff positions.

Prior to joining Battalia Winston, Joe worked at Thorndike Deland Associates for 20 years as the Senior Partner in Charge of Retail and Consumer Products. Joe was Vice President for Organizational Development and Staffing at American Express, and Director of Corporate Staffing at R.J. Reynolds Industries. He holds an M.A. in Organizational Psychology from Fairleigh Dickinson University, and a B.S. in Psychology from Saint Joseph's University.



Rob Miller, Principal

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Rob Miller brings over 15 years of Executive Search experience to his role. His work spans the Retail, Consumer Products, Industrial Manufacturing and Life Sciences Industries. Rob has a well-established track record of meeting clients needs for high profile businesses, from start-ups to Fortune 500 companies throughout the United States.

Rob offers his clients broad based experience and has a proven track record of successfully placing executives in all functional disciplines of an organization. His proudest achievements are the contributions he has made to the organizational development of his clients and the following growth and impact those executives have made to the client company. Before joining BW, Rob served as Executive VP at a leading Chicago-based executive search firm. Earlier in his career Rob spent 15 years in Merchandising and Operations capacities in the Retail Industry with Neiman Marcus, The Limited, Escada, and Bigsby & Kruthers. Rob holds a Bachelor of Arts Degree in Economics from Indiana University.



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