

HEIDRICK & STRUGGLES

Heidrick & Struggles Further Developing Diversity & Inclusion Focus

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- 41% of partners hired in 2016 were women
- Billy Dexter named Diversity & Inclusion Champion--Americas
- Victoria Reese and Pascale Anderson Mair serve as Global Co-Chairs for Diversity & Inclusion

CHICAGO, March 29, 2017 /PRNewswire/ -- [Heidrick & Struggles](#) (Nasdaq: HSII), a premier provider of executive search, leadership consulting and culture shaping services worldwide, continues to develop its diversity and inclusion focus both inside the firm and in its client service.

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"To succeed in an increasingly competitive and unpredictable world, companies in every business sector need the best people and ideas, without exception," said Heidrick's Americas Regional Leader Ron Lumbra. "This is why a commitment to diversity and inclusion is so critical to success today, both for our firm and for our clients."

Lumbra cited progress Heidrick & Struggles made in 2016 in increasing female leadership, particularly at the partner level. "The firm acquired two highly regarded female-founded businesses in JCA Group and Philosophy IB, and 41 percent of the partners we hired individually or through acquisition in 2016 were female," he said. "We also are taking further steps to develop our talent from within the firm and are making mentoring available especially to employees from diverse backgrounds."

Billy Dexter Named Diversity & Inclusion Champion for Americas Region

As a Heidrick & Struggles partner based in Chicago since 2009, Dexter has worked with clients across all industry and functional groups in developing inclusive solutions in their talent acquisition and leadership development. He will lead efforts to further distinguish Heidrick & Struggles in client service in the Americas through a deep commitment to diversity and inclusion.

"We can provide unique solutions that accelerate clients' overall performance by enhancing the diversity of their organization, connecting them to diverse talent solutions and helping to create inclusive corporate cultures," he said. Dexter has been recognized as a "Top 100 Global Diversity Thought Leader" by the Society for Human Resources Management and received many other diversity awards.

Victoria Reese and Pascale Anderson Mair Serve as Global Co-chairs, Diversity & Inclusion

Appointed global co-chairs for diversity and inclusion in 2016, Reese and Anderson are working to ensure the firm's commitment to this important dimension of performance is embraced as fundamental to success throughout the firm and in its client service.

Reese heads Heidrick's global Legal, Risk, Compliance & Government Affairs Practice, based in New York. She has been a partner with the firm since 2004. Anderson Mair is Vice President, Human Resources – Europe, based in London, and has been with the firm since 2014.

Employee Resource Groups Will Help Advance Diversity & Inclusion

To help advance the firm's own diversity and inclusion, as well as to better serve clients, Heidrick & Struggles will increasingly leverage its employee resource groups to facilitate discussions and idea exchange among diverse groups within the firm. The firm has three employee resource groups: Heidrick Professionals of Color, Heidrick Women and Heidrick LGBT.

Heidrick & Struggles convened a Professionals of Color Exchange in Chicago in 2016. More than 50 members of the firm met over three days for candid conversations aiming at outcomes ranging from enhanced inclusiveness within the firm's culture to further distinguishing client service with an unmatched commitment to diversity.

About Heidrick & Struggles

Heidrick & Struggles (NASDAQ: HSII) serves the executive talent and leadership needs of the world's top organizations as a premier provider of leadership consulting, culture-shaping and senior-level executive search services. Heidrick & Struggles pioneered the profession of executive search more than 60 years ago. Today, the firm serves as a trusted advisor, providing integrated leadership solutions and helping its clients change the world, one leadership team at a time. www.heidrick.com

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