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Heidrick & Struggles Enhances Consulting Services with The Corporate Lab®

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Offering demonstrates rapid results key to becoming nimble and innovative

NEW YORK, Aug. 9, 2017 /PRNewswire/ -- [Heidrick & Struggles](#) (NASDAQ: HSII), a premier provider of executive search, leadership consulting and culture shaping worldwide, has expanded its global client service capabilities with the addition of [The Corporate Lab®](#). The firm also announced that lab founder [Brian Klapper](#) has joined Heidrick & Struggles as a principal in its advisory business, Heidrick Consulting.

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The Corporate Lab, developed with innovation experts from the renowned MIT Media Lab, will enable clients of Heidrick & Struggles to accelerate the speed and scope of organizational change as they engage in a series of rapid, game-changing process improvements. The Corporate Lab features a unique method that brings together a cross-functional team from the client in a two-day laboratory session leading a model company through a business transformation. The team then returns to apply what they have learned to a problem that the company has repeatedly tried to solve without success—typically resulting in a working pilot within 30 days.

"New CEOs and other senior leaders must perform against high expectations almost from the beginning of their tenure. They are expected to deliver tangible progress on previously intractable problems—and do it quickly," said Krishnan Rajagopalan, President and CEO, Heidrick & Struggles. "New leaders need a proven approach to deliver quick results, and that is what The Corporate Lab provides."

The [Corporate Lab](#) aligns well with Heidrick & Struggles' leading culture shaping client service.

"People in thriving corporate cultures can best respond to a CEO's transformation agenda," said Mike Marino, Executive Vice President and Managing Partner – Culture Shaping at Heidrick & Struggles. "We know from experience that a company that embarks on a journey to change its culture needs to exercise its new muscles. The Corporate Lab inspires enterprise-wide belief in, and passion for, meaningful change initiatives that lead to transformation."

The Corporate Lab provides the means for employees to think differently about how to approach problems that they have resisted solving in the past.

"Teams can't get to innovative solutions by thinking the same old way," Klapper said. "A team brought together in the Corporate Lab to engage on a vexing issue can quickly produce satisfying and actionable results that add to the organization's bottom line. Even more importantly, this process creates alignment to embrace the new culture and execute new strategies. The team put in place is then empowered with the skills needed to independently sustain transformational change within the organization."

A client company often has a clear and well-understood need: for example, to transform its customer experience; build a more agile, flexible and fast organization; or create a customer-centric culture of innovation. "These are journeys fraught with ambiguity, conflict, exhaustion, and an 80 percent failure rate," Klapper said. "Transforming cultures need a proven way to overcome stubborn problems."

The Corporate Lab approach fits well with Heidrick & Struggles' focus on finding transformative leaders for clients, and then equipping them with proven leadership and culture tools to succeed in their new roles. "We have constructed a psychologically elegant approach that provides the cornerstone for transformational change," Klapper said. "Our methodology galvanizes the management team and creates cubicle-level pull to implement big ideas throughout the organization. Our clients' leadership precisely controls the pace of change and can see tangible results every 30 days."

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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