

**DFW-TENG Symposiums Presents:**

**State of the Market**

**Executive Recruiter Roundtable**

*Renee Baker Arrington, Pearson Partners International  
Steve Kendrick, Spencer Stuart  
Randy Neal, Randall James Monroe  
Mark Schor, Right Management*

**When: Wednesday, December 5, 2008, 6:00 p.m. to 8:00 p.m.**

**Limited space is available for this event. To ensure your place, please R.S.V.P. right away.**

[RSVP@Bravotech.com](mailto:RSVP@Bravotech.com) before Monday, December 3<sup>rd</sup>.

**Overview:**

Four of DFW's premier executive placement professionals will host this Roundtable on the current "State of the Market" in executive recruiting and placement, discussing the current executive placement environment, the challenges in finding the right individuals, and a their forecast of the recruiting market into 2008. Their insight will be valuable for those looking for new staff, considering a move or already in the process of making a change.

**Speakers:**

**Renee Baker Arrington, Pearson Partners International  
Steve Kendrick, Spencer Stuart  
Randy Neal, Randall James Monroe  
Mark Schor, Right Management**

**Agenda:**

6:00 p.m. – 6:30 p.m. Hors d'oeuvres and Networking (sponsored by SIM)  
6:30 p.m. – 7:30 p.m. Presentation  
7:30 p.m. – 8:00 p.m. More Networking!!

**Location:**

Bravo Technical Resources, Inc.  
Heritage Square I  
4835 LBJ Freeway, Suite 1000  
Dallas, Texas 75244  
(972) 419-1655

The building is behind the Sheraton Hotel on the Northwest side of LBJ and the Dallas North Tollway.

For directions, visit [www.bravotech.com/html/Emplocations.html](http://www.bravotech.com/html/Emplocations.html)

## Speaker Professional Profiles:

### **Renee Baker Arrington, Pearson Partners International**

Prior to joining Pearson Partners, Ms. Arrington was a vice President in the global technology practice of a major retained executive search firm. With 18 years in search, Ms. Arrington has built her practice in the technology industry and the IT function. She conducts senior level assignments in wireless, telecom, hardware and software including sales, human resources, operations, marketing and product management. She builds CIO, CTO and IT leadership teams across several industries including consumer goods, healthcare, financial services, retail/wholesale, technology and manufacturing. Ms. Arrington serves clients of all sizes and is attentive to issues of diversity and culture fit on every search.

Quoted in The Wall Street Journal, CareerJournal.com, CIO Decisions, IT World, Network World, and Business Process Outsourcing, The Competitive Advantage, published by Wiley 2005.  
Trinity University, B.A in Communications

Founding Member, Executive Career Council, Society for Information Management (SIM), Dallas Chapter; Member, Board of Directors, North Texas Public Radio (NPR Affiliate); President, Board of Directors, YWCA of Fort Worth and Tarrant County; Past Chairman, Board of Directors, Fort Worth YMCA, Westside Branch

Honored by the YWCA as an Outstanding Woman in Business, 2000

### **Steve Kendrick, Spencer Stuart**

Steve Kendrick is a member of Spencer Stuart's Information Officer Practice. He brings more than 17 years of leadership recruitment experience and is recognized as a thought leader in executive search. Steve specializes in recruiting senior-level IT executive leaders across all industry segments, including the financial services, healthcare, consumer retail, manufacturing, pharmaceutical and wireless industries.

Prior to joining Spencer Stuart, Steve served as president of Kendrick Executive Resources, a Dallas-based retained executive search boutique specializing in recruiting IT executive leaders and chief information officers (CIOs). He led search engagements for industry-leading clients nationally and locally. Before that, he was executive director and partner for two global retained executive search firms. At both firms, he was a senior practice member of their global information technology and CIO/CTO practices, serving clients across all market industries. Prior to entering executive search, Steve spent six years with EDS Corporation, performing both technical and professional recruiting for numerous business units, as well as providing recruitment training and counsel on employment-related issues. He began his career as a district manager with PepsiCo's Frito-Lay, where he was responsible for sales management and operations.

Steve earned his undergraduate degree in business from Jacksonville State University in Alabama, along with graduate studies at the University of Texas in Dallas. He lives in Plano with his wife and their two sons.

Steve is an active speaker and panelist at key industry forums on topics including executive IT leadership development, career management and succession planning. He is a member of the Association of Executive Search Consultants (AESC) and the Society for Information Management (SIM).

### **Randy Neal, Randall James Monroe**

As Chief Executive Officer of Randall James Monroe, Inc., Mr. Neal has successfully recruited senior level executives in all functional areas of software, information technology, distribution, manufacturing and transportation. He has established client relationships, both nationally and internationally, with an impressive yet diverse group of companies — from top Fortune 500 corporations to pre-IPO and start-up venture capital backed businesses.

Prior to co-founding RJM, he was Senior Vice President and Managing Director of THE BROADMOOR GROUP, L.L.C., an international, U.S. based executive search consultancy.

It is noteworthy to mention that Mr. Neal spent more than 20 years in executive positions. His executive recruiting background includes six years as President/CEO of a consulting firm he founded in 1992. Before starting his own company, Mr. Neal spent 12 years as President/CEO of an internationally renowned, publicly held software company. His expertise in the employee selection process has afforded him numerous opportunities to lecture on the art of employee recruiting and selection.

In addition, Randall is a recognized thought leader on a broad range of topics covering current business conditions, trends in leadership, executive hiring and compensation related matters. He has published numerous articles and been interviewed for his viewpoints by such prominent publications as BusinessWeek, The Wall Street Journal, CareerJournal (from The Wall Street Journal), The Dallas Morning News, Dallas Business Journal and Workindex -

The Human Resource Magazine. In addition, he has been a monthly columnist for The Technology Magazine that has circulation covering the states of California, Colorado, Illinois and Texas.

Finally, Mr. Neal is an active Partner in Dallas Social Venture Partners and a charter member of the CIO Advisory Council. He is a member of the Tech Titans Committee and serves on the advisory board of several companies.

### **Mark Schor, Right Management**

Mark Schor, Ph.D. is Senior Vice President of Executive Services with Right Management in Dallas.

A Ph.D. level Licensed Professional Counselor, Mark has developed an excellent reputation as a genuine and insightful counselor, coach, and consultant who helps individuals identify goals and achieve results. Over the past twenty years, Mark has successfully assisted over 1,000 executives and business leaders through their personal and professional transitions, as well as increasing their on-the-job effectiveness.

Mark's background includes roles in private and publicly held companies, as well as academic and not-for-profit settings. Prior to joining Right, Mark served as Managing Consultant for the Dallas office of Spherion Human Capital Consulting. In this role, Mark was awarded Spherion's prestigious President's Cup for his outstanding leadership in the delivery of a multi-million dollar career transition project. Mark's teaching skills have been acknowledged by Brookhaven College where he was the recipient of the Human Development Award for Excellence in Teaching. Additional honors include Mark's national recognition for developing the Listener Project, an award winning volunteer program implemented by the Dallas ISD.

Mark's blend of sensitivity, interpersonal skills, and analytical abilities enable him to draw out the sometimes hidden strengths within his clients, often leading to new understandings and enlightenment. He is certified in a number of assessment instruments, including Birkman, MBTI, Strong Interest Inventory, Campbell Interest Skills Survey, 16 PF, and PDI PROFILOR.

A nationally recognized career expert, Mark has made television and radio appearances and has been cited in the Wall Street Journal, Los Angeles Times, Dallas Morning News, Sales and Marketing Magazine, Glamour Magazine, and Search CIO. He currently serves on the Executive Career Council of the Society of Information Management and was the co-founder of the non-profit Employment Resource Group in Dallas. Mark also serves as an Advisory Board Member for the Jewish Studies Program at the University of North Texas, is a member of the Career Management Committee of CEO Netweavers, and is current President of the Dallas Jewish Historical Society. He also serves as a career consultant for the Texas Department of Rehabilitative Services.

Mark earned B.A. and B.S. degrees in Government and Secondary Education from the University of Texas in Austin and his M.Ed. and Ph.D. in Counseling from the University of North Texas.

*Dallas/Fort Worth Technical Executives Networking Group (TENG) is a networking organization of senior level Information Technology and Consulting Executives that provides opportunities for networking, exchanging ideas, career development, career transition assistance and much more. For more information, visit our Web Site at [www.dfw-teng.org](http://www.dfw-teng.org).*

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Thanks to Bravo Technical Resources for hosting this event.

Thanks to Society for Information Management (SIM) for sponsoring the hors d'oeuvres for this event.