

At Waterstone Human Capital, our purpose is to help organizations build high-performance teams and cultures to drive business growth and performance. We do this by partnering with clients to support the full spectrum of culture and recruitment challenges through our **Waterstone Executive Search** services and the **Waterstone Culture Institute**.



Waterstone Executive Search

Driving culture alignment through transformational recruiting

Our retained executive search practice helps organizations attract and hire senior-level leaders who add to both their current and future-state culture, and who possess those qualities that are essential for driving growth and success. We help ensure our clients recruitment efforts are future-focused so that they can achieve their business and culture goals – today and tomorrow.

Our Process

- A **cultural assessment** identifies those traits and behaviours that drive success within your unique organization.
- Our **Culturepreneur Executive Recruitment System** prioritizes identifying high-performing candidates who have the skills and leadership attributes necessary to build and encourage a culture of growth, performance, and success.
- **Directed referencing, behavioural assessments,** and extensive checks on character, performance, and reputation are completed before an offer is made.

Frequent, transparent communication is at the center of our process and guarantees our clients' needs and feedback are heard and actioned.

We know the leadership skills required to build high-performance teams and cultures are different today; we work with our clients to find the right, culturepreneurial leaders to help achieve their business and culture goals - no matter how complex the role.

"Waterstone was able to help me focus on what was important for the role and used that insight to find and bring forward very high quality candidates I would not have been able to find on my own."

S Leighton, President, CGL Manufacturing Ltd.

Functional experience

- President and Chief Executive Officer
- Chief Financial Officer
- Chief Operating Officer
- Vice President, People and Culture
- Vice President, Marketing
- Vice President, Innovation
- Director, Business Development

Industry experience

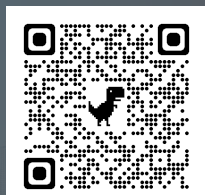
- Information and Technology
- Professional Services
- Healthcare and Life Sciences
- Retail and Consumer
- Industrial Manufacturing
- Media and Communications
- Private Equity and Venture Capital
- Financial Services

Book a call with our team to learn more about how we can help you find top, high-performing talent who can take your culture and your business to the next level.



Lyn Currie

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Driving improved business performance through culture

Waterstone's culture advisory practice helps organizations improve engagement, retention, productivity, and performance through culture. We work with organizations to assess, measure, develop, and transform their corporate culture, their teams, and their leaders by using tools and processes that are proven to generate results.

We've worked with clients who, after transforming to a high-performance culture, have:

- more than doubled their revenue;
- quadrupled their EBITA CAGR (from 3% to 13%);
- increased their revenue CAGR (+5%);
- improved their retention, engagement and eNPS year over year.

Our Services

Culture Measurement and Advisory

Our exclusive **Waterstone ENGAGE™** culture survey emerged from a detailed analysis of the data from hundreds of organizations participating in Waterstone's Most Admired™ Corporate Cultures program. Our assessment process provides actionable data measuring corporate culture, employee engagement, trust, and psychological safety within the organization, and provides customized action plans to affect each organization's desired improvement in culture and performance.

Culture Transformation

Based on 18 years of experience working with some of North America's top corporate cultures. **Waterstone's Culturepreneur Operating System** helps organizations craft and transform their culture for competitive advantage. It's a simple, measurable system designed to address pressing business challenges and drive sustainable results through culture measurement and assessment; culture curation and design; culture and organizational planning; leadership assessment and training; human capital systems design and implementation; and branding and communication.

Leadership and Team Development

With our tailored leadership and team development programs, leaders across every level of the organization will gain insight into the behaviours, skills, and attitudes that are most important to driving engagement, retention, accountability, and productivity. Our programs also help ensure you have a pipeline of emerging leaders ready to take on people-leadership roles.

Values and Purpose Building

Our values and purpose building process is inclusive, collaborative, and focused on the behaviours and practices that are unique to your organization's culture and success - now and into the future. We work with clients to ensure the organization's strengths are maintained, while embracing key shifts needed to drive even greater growth and performance into the future.

"It was clear Waterstone were experts in their field. They had best practices no one else seemed to have, the toolkit was really compelling, and their team had the energy and chemistry that seemed to be a good fit with our company. We were exploring the culture of our company, so we wanted a partner that was a good cultural fit."

Christina Galicia, Senior Vice President and COO, Physicians Insurance

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Nicole Bendaly

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