

## SPECIAL POINTS OF INTEREST:

- HR Vertical
- New Diversity Practice
- Co-op Program

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## Knowledge Management Practice Launched

Imagine an improved workforce planning capability; better knowledge of your competitors, shorter times to hire and lighter turnover without necessarily having to buy a new software tool. **highbridge associates** Knowledge Management (KM) consulting practice can design and deliver a program to address those initiatives.

Synthesizing data into something actionable is the key to any knowledge management program. **highbridge associates'** consultative approach to KM combines the principles of Knowledge Management along with the discipline of competitive intelligence and the rigor of information management, to create an approach to drive value in your organization.

In launching its KM Consulting Practice, **highbridge associates** have developed a relationship with leading academicians to provide cutting edge insight, theory and KM implementation. Our relationship with the University of Pittsburgh's much lauded School of Information Sciences allows us to bring world-class thought leaders to bear in evaluating your existing information systems capability to deliver information without added infrastructure investments.

A **highbridge associates'** KM project begins with a knowledge audit and the development of key intelligence topics to gain insight into what information is valuable to your organization, how to capture it, and share that information for improved performance.

Rooted in the concepts of organizational learning, business re-engineering, intellectual capital and continuous learning, Knowledge Management (KM) is generally considered to be "the collection of knowledge both internal, external, tacit and explicit; the compilation of that information in an organized and efficient manner; and the utilization of it for the benefit of the entity's growth, future development and marketplace advantage." It is a disciplined approach that brings rigor to managing data and information and developing re-use capabilities for that information in order to provide competitive advantage to the enterprise.

~ Suzanne Conroy  
Managing Director  
KM Practice

## OSU Talent Acquisition Seminar a Huge Success

On April 23-24, 2007, **highbridge** and **paul-lawrence associates** completed its second talent acquisition and retention seminar in concert with The Ohio State University's Department of Human Resources and Labor Relations, a part of the Fisher College of Business. This seminar is part of an ongoing collaboration between the two organizations to bring together best-in-class talent acquisition and retention thought leaders, to share their programs and ideas with human resource

professionals from a wide variety of industry segments.

This year's program included presenters from Tween Brands, SC Johnson, HRO Today, KeyBank, FedEx, Harley-Davidson, The Ohio State University and Global Lead, to discuss a wide variety of current topics. These topics included building a world-class talent acquisition team, employee branding and retention programs, workforce planning, current trends in HR outsourcing, leading-edge diversity and inclusion programs and predicting the look of the workforce in 2050.

Sally Cross, Manager in Talent

Management for Nissan NA and a seminar attendee, stated that "the issues discussed were absolutely timely" and that the collaboration between attendees "allowed for a great exchange of ideas and solutions to issues we all face". Dr. David Greenberger, the OSU department head, and Larry Imely, **highbridge's** chairman, indicated that in addition to future seminars, the two groups are collaborating on a book on talent acquisition and retention.

To be included in future announcements on our seminars please email contact information to Melissa Michalowicz at: [Melissa@highbridgeassociates.com](mailto:Melissa@highbridgeassociates.com)



Fisher College of Business,  
The Ohio State University

## Pittsburgh Technology Council and the HR Vertical



Larry Imely announced that **highbridge** and **paul-lawrence associates** had recently joined the Pittsburgh Technology Council, one of the largest and oldest organizations of its kind in the U.S. With the emphasis the Council has in four (4) areas that coincide with **highbridge** and **paul-lawrence associates'** practice areas, namely Information Technology, Biomedical, Advanced Manufacturing and Environmental Technology, it was logical to assume greater participation in the

Council's activities.

In addition to general participation across the 1400 member organization that focuses on development in the 13 county area of southwestern Pennsylvania, **highbridge** and **paul-lawrence associates** are serving as a primary sponsor of the Human Resources Peer Network, allowing HR professionals within the group to network, share ideas related to HR challenges and best practices, and participate in HRCI certified

educational seminars and forums. Suzanne Conroy, a director, will serve as the **highbridge** and **paul-lawrence associates'** representative.

The Pittsburgh Technology Council has been in existence for over 23 years, and is considered one of the largest and most respected regional trade associations in the nation.

## Spotlight Company: Luxottica Retail

Luxottica Group is the world's leading designer, manufacturer and distributor of prescription frames and sunglasses in the premium and luxury segments. It is a global leader in eyewear, with nearly 5,800 optical and sun retail stores in North America, Asia-Pacific, China and Europe and a strong brand portfolio that includes Ray-Ban, the world's best selling sun and prescription eyewear brand in the world, as well as, among others, license brands Bvlgari, Burberry, Chanel, Dolce & Gabbana, Donna Karan, Prada, Versace and Polo Ralph Lauren,

beginning January 2007, and key house brands: Vogue, Persol, Arnette and REVO.

In addition to an extensive global network, the Group manages leading retail brands such as LensCrafters and Pearle Vision in North America, OPSM and Laubman & Pank in Asia-Pacific and Sunglass Hut globally. It is the leading player in the retail market in North America, China, Australia, New Zealand and the UK and its wholesale distribution network covers 130 countries, with direct operations in the world's 38 most important eyewear markets.

**highbridge** and **paul-lawrence associates** have been serving Luxottica's sourcing and recruiting needs since the company's inception, supporting staffing on both the retail and manufacturing side. Michael Vacchiano, Human Resources Director, states that "**highbridge** and **paul-lawrence associates** partnership with Luxottica has been essential in the tremendous growth we have experienced over the past five years. Their ability to find and assist us in hiring top talent has helped us continue to be one of the 100 best places to work".

## Practice Leader Insights: Financial Services



The Financial Services Industry is actively seeking key talent acquisitions despite some slowdowns in the mortgage segment. A high demand is being seen for seasoned commercial and retail banking executives and debt capital market specialists.

Companies are looking to

attract strong strategists that can guide the business through a potentially slowing economy while still bringing growth to the company itself.

Competition for these executives has pushed compensation to higher levels as candidates continue to focus on long term wealth building potential.

Firms that focus on employee searches for the Financial Services Industry are facing the challenge of creatively structuring compensation packages that are pleasing to both the client and the candidate.

~ Henry C. Deaver  
Managing Director  
Practice Lead for Financial Service  
& Banking

# Diversity: Arlene Roane



**Arlene Roane**  
**Managing Director**  
**and Practice Lead for**  
**Inclusion & Diversity**

Diversity is increasingly important to many of our clients and our goal is to ensure that their needs and expectations for creating a diverse and inclusive workforce are exceeded through the work that we do. As companies face the reality of changing demographics and globalization, they recognize that future success is predicated on their ability to capture and retain a workforce that's truly reflective of the consumers and communities they serve.

In the talent acquisition area, my organization provides support on projects with specific diversity representation requirements in the sourcing and hiring process. I am also responsible for driving the development and delivery of diversity consulting services.

Our current diversity engagements include:

- Recruitment of diverse candidates with engineering and MBA degrees from highly competitive schools
- Diversity Training
- Diversity Councils
- Leadership summits for targeted employee groups, e.g. African American Leadership Summit
- Diversity Survey/Culture Audit
- Diversity Strategy Review & Benchmarking

Additionally, we provide support in the development of on-boarding programs and mentoring aimed at increasing the retention,

development and advancement of women and minorities.

As the diversity and inclusion practice leader, my role is to work with clients to insure that diversity goals and objectives are achieved and exceeded throughout the talent acquisition and management process. We welcome the opportunity to help you discover how to leverage diversity to create the best place for the best talent.

~ Arlene Roane  
 Managing Director and  
 Practice Lead  
 Inclusion & Diversity

*“This is a win / win paradigm where students grow in their field of study and Excel builds relationships with the best and the brightest”*

## Student Internship Program for Excel-Polymers

**highbridge associates**, in concert with the HR leadership at Excel Polymers, has developed a student Co-op program to identify high potential chemists and chemical engineers at leading American universities. The program was recently recognized by the Rubber Division of the American Chemical Society as a guideline for others in the industry considering similar programs.

The Co-op Program offers paid worksite experience for the student while allowing Excel Polymers to nurture the student's talents in a real-world setting, and evaluate them for a longer-term opportunity. Florian Kete, VP of Human Resources at Excel stated that “This program provides an opportunity

for students to be exposed to real-world technology and manufacturing opportunities that augment their classroom experience. This is a win/win paradigm where students grow in their field of study, and Excel builds relationships with the various universities' best and brightest. **highbridge** has been instrumental in helping us build this platform”.

Initially, **highbridge's** role was to provide assistance in targeting and contacting various universities where they excel in chemistry and chemical engineering, reaching out to the career placement staff as well as the university professors who direct these programs. Janet Shields, who has been driving the program on **highbridge's** behalf, has been

working directly with the universities to market the program, build appropriate support literature, develop position profiles and identify internal mentors who will entice the students to join and oversee their Co-op experience.

Based upon the success of this program, **highbridge** will examine the creation of a college recruiting outsourcing program to support organizations in other industries who wish to have outside support to assist them in tapping American universities for future talent.

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Working in concert, **paul-lawrence associates** and its sister company **highbridge associates** serve as strategic partners with their clients in sourcing, assessing, managing and retaining human capital. The company has built a series of industry-specific practices to support the diverse needs of its clients.

The firm's offices include US locations in **Atlanta, Chicago, Cleveland, Cincinnati, Detroit, New York, and Sarasota**. International Coverage: **Australia, India and Eastern China**, including **Hong Kong and Shanghai**.

**paul-lawrence** and **highbridge associates** work with a select group of partner companies to offer its clients a broader range of services. Our joint venture partners include: **Hunt Partners, Global Lead, and PsyMax Solutions**. We are affiliated with: SHRM, Society of Competitive Intelligence Professionals (SCIP), Pittsburgh Technology Council, University of Pittsburgh School of Information Sciences, The Ohio State University, Fisher College of Business, Department of Management and Human Resources, and the Northeast Ohio Human Resource Planning Society.



## Mission Accomplished

**We are proud of these recent projects!**

**paul-lawrence associates:**

Cardinal Health—Vice President Marketing Data Analytics  
University Hospital Health Systems—Vice President Construction  
Goodyear Tire & Rubber—General Manager Retail  
Global Lead—Vice President Finance  
LensCrafters—Human Resources Manager Dallas  
American Express—Vice President Sales  
Fifth Third Bank—President Mortgage Company

**highbridge associates:**

Lockheed Martin—Business Intelligence Research  
Scotts Miracle-Gro—Multiple Research Projects  
National City Bank—Branch Management and Six Sigma  
Progressive—Director, Marketing  
Colgate University—Director, Career Services  
First Energy—Steam Turbine Specialist  
DaimlerChrysler—Global Parts Marketing



**Founder and Managing Partner**  
**Larry S. Imely**

## Thoughts from the President....

Welcome to our first edition of the **highbridge** and **paul-lawrence associates'** newsletter. We are excited about publishing and delivering it to you,

because we had so many good things to tell you about, but not enough room to do it in just one edition. Thus, we will be publishing it at least quarterly. We welcome your thoughts, ideas and comments. Feel free to email me at: [limely@highbridgeassociates.com](mailto:limely@highbridgeassociates.com) with any commentary or areas you

would like to see covered in future editions. In the meantime, thanks for allowing us to share this one with you!