

# BusinessWeek

***Kenneth Daubenspeck of Daubenspeck and Associates has been Selected by BusinessWeek as “One of the World’s 150 Most Influential Headhunters”***

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**Advice:** When you approach the market, have a well-organized strategy. Develop an effective marketing and communications plan that accurately represents your ability and potential value to an employer. Try not to be all things to all people. Work on your personal presentation. And ultimately, know what you are looking for. If you take a long-term view of your career, your priorities will be clear and you will have a more satisfying career, you will not be frustrated by every opportunity that comes along, and you will be of greater value to the employer you work for.

**Qualities Sought in Emerging Leaders:** Beyond the obvious position-related qualifications, I look for candidates that are self-aware, clear about what they do well and where they require development. I look for candidates that, as I noted in the previous question, try to be all things to all people. That approach shows either an unfocused or desperate individual. I want professionals who are clear about what they would consider when looking for an opportunity, and are willing to provide me with that insight upfront, so no one's time is wasted and when an opportunity that matches their desire in the future pops up I will be prepared to address those desires immediately.

**Sector Specialization:** Over 28 years, our firm has specialized in a number of areas, the most consistent being the placement of the chief information officers. In recent years, we have specialized in cross-border appointments of executives, with a unique emphasis on the Middle East, academia, human resources and information technology

**Job Function Specialization:** Chief Information Officer, Human Resource Executive, Chief Financial Officer

**Geographical Focus:** Global, cross border appointments with emphasis in North America, and Middle East, Asia/Pacific

**Companies I Often Recruit for:** King Abdullah University of Science and Technology, Affiliated Computer Services (ACS), HSBC, Electrolux (ELUXbq.L), and BP (BP)

**Favorite Historical Figure:** Miyamoto Musashi, the 17th century Japanese samurai swordsman. He was known for his extreme commitment to the practice of excellence in his craft. He was able to do this because he was a Ronin, or rogue samurai. That is, he had no affiliation to a larger organization that required of him to subordinate the perfection of that craft to the pressures of the organization, often like executive search professionals must to comply with the bigger firms. As a result, he could fully commit to the daimio, who retained him with complete integrity in serving him.

**Education:** DePaul University, B.A., 1985

**Languages:** English

**Employment History:** Daubenspeck and Associates, Ltd. Chairman/CEO, 1992-present; GKR, Executive Search Consultant, 1991-1992; Daubenspeck and Associates, Ltd. (formerly Crestone Group) President, 1984-present; Wood, Sprau, Tannura, managing director, 1980-1984; Electronic Data Processing, Director, MIS, 1975-1979; USN, 1970-1975

**Other Interests:** Painting, Rock Climbing, Motor Cycling

**Professional/Membership Affiliations:** AESC, Junior Achievement, Board Member Oakton Community College, Foundation Board Member Society of Information Management (SIM), The Executives Club of Chicago

**Experience in Executive Search Consulting:** 28

**High Profile Placement:** Several members of the non-academic senior leadership team of King Abdullah University of Science and Technology; a Saudi-based graduate level university that is the first merit-based university in Saudi Arabia

**Other Paths I Might have Pursued:** Executive search was my chosen career. It is the most rewarding career from both an emotional and financial standpoint.

**The Global Business Trend that will Most Influence Corporate Performance in the Future:** The leveling of the playing field in the world as a result of the emergence of China, India, and the Middle East

[http://www.businessweek.com/managing/content/nov2008/ca2008114\\_316503.htm](http://www.businessweek.com/managing/content/nov2008/ca2008114_316503.htm)