

Executive Search

The state of the market for financial executives

APRIL 19TH MEETING:

Mark Livingston, Heidrick & Struggles, **David E. Preng**, Preng & Associates,
Tom Simmons, Spencer Stuart

The April program will feature a panel of executive search professionals who will address relevant search topics and answer questions from our membership. The panelists will cover the state of the market for financial executives, the importance of hiring a strong CFO and CAO, heightened responsibilities of CFOs and CAOs, how a company can find well qualified candidates, how a candidate can make himself visible, resources available to companies and candidates, how search firms assess candidates, and more.

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Mitigating the Financial Risks of Healthcare

APRIL 19TH PROFESSIONAL DEVELOPMENT SESSION:

Randall Zarin, Principal, UHY Advisors TX, LLC



Randall Zarin

The past 18 months have been extraordinary for employers and medical costs. The worst recession and economic environment in many years was followed by the most extensive changes in how healthcare will be delivered, funded and regulated. The Patient Protection and Affordable Care Act (ACA) has been characterized as a major milestone for legislators and has been hailed as the most significant piece of legislation in a generation. However, for most leaders, it represents a very expansive and poorly understood challenge. Realistically, there is little to no information in the Act to completely guide business leaders to understand what changes should be made to strategic plans and business operations to meet the challenges of this new future. Mr. Zarin will discuss the ACA, the growing costs of care, trends, and tactics to mitigate costs and improve employee health and productivity.

Randall Zarin is a Principal with UHY Advisors TX, LLC and is a licensed CPA with the state of Texas with a wealth of experience in healthcare operations and management/strategy consulting.

Monthly Meeting & Professional Development Tuesday, April 19, 2011

LOCATION:

Houston Country Club

1 Potomac Drive
Houston, TX 77057

» [map to location](#)

AGENDA:

Professional Development Session (4:30pm)

Social hour (5:30pm)

Dinner (6:30pm)

MEETING SPONSORS:



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FEI Houston Chapter

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Chapter Administrator: Terry K. Newton

Reminder: May 17th Meeting - Spouses Night

The FEI Meeting on May 17th is Spouses night and will feature Ambassador Edward P. Djerejian, founding director of the Baker Institute at Rice University.

A letter from the president



Please be sure to join us for our next Houston Chapter meeting on Tuesday, April 19, 2011, at the Houston Country Club. We have assembled a very interesting panel of speakers for our dinner program, which I believe everyone will enjoy. The panel consists of three of the top retained search consultants from three highly recognized firms: Mark Livingston of Heidrick & Struggles, David Preng of Preng & Associates and Tom Simmons of Spencer Stuart. The panelists will cover a broad variety of topics including the state of the market for financial executives, the important aspects in assessing CFO candidates and the heightened responsibilities of CFO's, Treasurers and CAO's.

I want to thank UHY Advisors for being our Platinum Sponsor for the evening. UHY was a Gold Sponsor last year. While we typically think of UHY as an audit and tax CPA firm, I have been amazed at how this firm has grown over the years and the other areas that they have branched into such as flex staffing, wealth management and IT services. Randall Zarin, a Principal at UHY will provide our Professional Development session at 4:30 p.m. and advise us on ways to mitigate the ever increasing costs of health care at our companies. This will provide us CPE credit in an area that affects all of us in a significant way. Next I want to thank John L. Wortham Insurance and Risk Management for being our Gold Sponsor for the evening. Wortham is a new sponsor for the Chapter. The firm is quite well known in the Houston market and provides insurance and risk management services worldwide. Please meet and greet our sponsors and let them know how much we appreciate their support.

I would like to recognize Kevin Hanratty for the marvelous job that he has done this year as the Chairman of our Member Career Services committee. Because of the economy, we have slightly more than thirty members currently in transition. Kevin has done so much in regard to working with those members to capitalize on job opportunities. Should you hear of opportunities in the market, please pass the information along to Kevin.

Another area that is very important to our Chapter is membership, which is currently headed by Rebecca McCulloch and Tony Van Slyke. The membership in our Houston Chapter has increased by 18 members, net, this year while most of the FEI Chapters around the country have lost members due to the difficult economy. Please consider bringing potential members to our monthly meetings.

Related to the CFO of the Year event in May, as part of the Celebrate Enterprise 2011 multi-day program, I am pleased to announce that two of our members, David Young and Jeff Curtiss, will serve as judges. I also hope we have members among the winners of the various CFO of the Year categories.

See you soon.

Terry E. Sanford

FEI Houston Officers and Committee Chairs

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Terry Sanford, Carriage Services, Inc.

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Dawn Smajstrla, Goodrich Petroleum Inc.

Member Career Svcs Chair

Kevin Hanratty, Astoundry, Inc.

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Executive Search

The state of the market for financial executives



Mark Livingston

Mark Livingston is Partner in the Houston office of Heidrick & Struggles. Mark focuses on senior level search assignments in oil & gas, oil field services, utility, power equipment, chemicals, and alternative/renewable energy sectors. Mark serves within the Chief Financial Officers, Board/CEO, Private Equity, and Venture Capital practices of the firm. Prior to joining Heidrick & Struggles, Mark spent 14 years working in a variety of finance and purchasing roles, most recently for Royal Dutch Shell PLC as the Regional Finance Manager, Americas Manufacturing responsible for the financial functions of nine U.S. and Latin American refineries. He previously work in the automotive and chemical sectors in the USA, Brazil and Germany. Mark was recognized as a top 300 fundraiser in the 2005 and 2007 through 2010 editions of the Houston-Austin MS150 charity ride.



David E. Preng

David E. Preng has been President and CEO of Preng & Associates since its inception in 1980. Previously, he spent six years in the executive search industry with two international and one national search firm. He has worked on over 1800 energy-related searches throughout the world ranging from board and senior executive to managerial and senior technical positions. In 2008, David was recognized by Business Week among "The World's 50 Most Influential Headhunters" and was again included in their recent ranking. He currently serves as a Board Director of Cal Dive International and, for nine years (1997-2006), was a Director of Remington Oil and Gas. David is a Board Member and

current President of the National Association of Corporate Directors-Texas Tri-Cities Chapter, a Director of Community National Bank, Member of Texas A&M University's International Advisory Board, and a Fellow of the Institute of Directors in London.



Tom Simmons

Tom Simmons manages Spencer Stuart's Houston, Dallas and Mexico City offices. He has a broad-based search practice, but focuses on senior-level energy and financial services assignments. Prior to joining Spencer Stuart, Tom was president and CEO of Transamerica Fund Management Company, which had 17 mutual funds with assets under management in excess of \$3 billion. Tom was with Transamerica and its predecessor for 10 years in a variety of staff and line positions. Prior to that, he was with Continental Illinois National Bank in Chicago and Houston. Tom has been a member of YPO and serves on the boards of the Greater Houston Partnership, The Kinkaid School (Chairman), the

Greater Houston YMCA, the Greater Houston Area Chapter of the American Red Cross, The Alley Theatre, The Children's Fund and the Houston Symphony.

FEI Houston Chapter Directors

Mimi Alciatore, University of Houston

Chris Brewster, Cardtronics, Inc.

Jeff Curtiss, KBR

M. Colleen Estes, Sirius Solutions LLLP

Chris Matlock

Bruce Misamore

James R. Storfer, Noble Energy, Inc.

Michael J. Vitek

David Young

Career Services Update - April 2011

Career Services is a great asset for our chapter and a great benefit to the members. A large number of members have found new jobs with the assistance of Career Services and we are working hard to place more. To help us be more successful, if any member hears about an existing search, please notify Kevin Hanratty, the Career Services Chair, or, alternatively, please have the recruiter contact Kevin Hanratty so that we can expand our network and help place even more FEI members who are in transition.

Kevin Hanratty - 713.520.6066 - kevin@astoundry.com

New Members - April 2011

Jan Schott, CPA,
Goodrich Petroleum Company

What employees really want: R-E-S-P-E-C-T

John C. Landers, Managing Directory, UHY Advisors TX, LLC



John C. Landers

We spend a significant amount of time and money hiring the best and the brightest. Retaining valued employees is not only important, but critical to an organization's ability to succeed. In today's tough economy, management must think of ways to retain its employees without increasing compensation. When you boil down the reasons people stay or go, there are 3 things that management must do in order to keep valuable employees.

Dust off that Company Mission Statement

Everyone wants to be a part of a winning team. Everyone wants to be a part of building something great. Successful firms create an environment of professionalism with a mission statement that is meaningful to their customers, shareholders, management, and employees. A recent AICPA survey supports this idea among non-partner employees. Based on the results, 93% of respondents said that the number one reason employees stay with their firm is "respect for the company mission statement." In other words, employees are more likely to stay if they believe management incorporates their values and goals into the company's mission statement. This shows that people want to be a part of an organization with a meaningful mission. Needless to say, the company must live up to its mission statement.

Provide a Plan for Career Growth Opportunities

The best and brightest do not want to stay in the same job at the same pay year after year. If you want talented, intelligent employees with the initiative to help you build your department and your company, you owe it to them to have a plan for their careers. In the previously mentioned AICPA employee survey, 80% of respondents said that the number one reason people join a firm and the number two reason that they stay at their firm (92%) is "opportunity for career growth." Performance reviews and goal setting programs are great opportunities to create a plan for an employee's career growth. Tying their goals and career growth plan to the goals of the department and the company's mission can be a powerful way of tying talented employees to your organization. These take time and thought, but again, the returns can be huge.

Employees Want Respect

When I speak with candidates about why they left a job or want to leave their current position, time after time their reason is that they feel they are not respected by their supervisor or management. Rarely, do they cite blatant acts of open disrespect. Their feelings result from the subtle actions of their supervisors or management. They express this in different terms such as: "they do things and we are never told why," "they did not make the changes I recommended," and "they do not include me in the decision making process." Some of the reasons originate from a basic "failure to communicate," which further instills the feeling of a lack of respect.

There is an old saying, "people stay at a job because of the people they work with, and they leave a job because of the people they work with." The employer-employee relationship is very similar to another relationship – marriage. In his recent book on marriage, "Love and Respect for a Lifetime," Dr. Emerson Eggerichs tells of a study where 400 men were given two choices: 1) to be left alone and unloved in the world or 2) to feel inadequate and disrespected by everyone. Out of those 400 men, 74 % chose to be left alone and unloved in the world. A very harsh choice, but it supports the notion that people have a strong desire to be respected.

Communication from management about company actions and policies supported by logical reasons, as well as efforts to seek employee input and suggestions, are two important ways companies can show respect for their employees. It sounds simple and maybe it is. In the book "Good to Great," Jim Collins puts it this way, "if you have the right people, they will be self-motivated; the key is to not do things that de-motivate them."

Finally, one question management should continually ask itself, "would I want my son or daughter to work at our company?" If not, why not? And, then fix it!

John C. Landers is a Managing Director with UHY Advisors TX, LLC and a member of its Executive Committee. He leads the Flexible Staffing practice in Houston where professionals provide outsourced turnkey services, staff augmentation, and executive search services in the areas of financial reporting, tax, internal audit, and IT consulting.



Annual Golf Tournament

Tuesday, April 26th

LOCATION

Black Horse Golf Club

12205 Fry Road
Cypress, TX 77433
281.304.1747
<http://www.blackhorsegolfclub.com>

COST

\$75 per Member (\$200 value)
1st guest is free, 2nd & 3rd guests are \$75 each with a maximum of 3 guests per member.

INCLUDES

Lunch, driving range, green fee, beverages on the course and open bar and dinner after golf

½ hour driving range clinic by a Black-horse teaching pro

Prizes for 1st, 2nd, 3rd place teams
Prizes for closest to the pin and straightest drive (four flights, based on handicap)

Cart goodie bags for all players

Hole in one contest – chance to win \$10,000 cash

SCHEDULE

- 11:00 - 12:15** Registration, lunch and practice
- 11:45 - 12:15** Driving range tips from Pro
- 12:30 - 5:00** Tournament – Shotgun start
- 5:00 - 6:00** Open bar, dinner and awards

FORMAT

Scramble – each player tees off. The best tee shot is selected and all players hit second shot from that spot. The best second shot is selected and all play their third shot from that spot, and so on until the ball is holed

REGISTRATION

Watch for an email from the FEI Houston Chapter. Register online at <http://bit.ly/eo8cRQ>

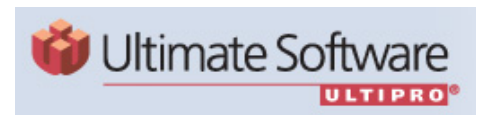
Register by email, fax or at the March meeting at the Houston Country Club.

Registration deadline is April 12th.

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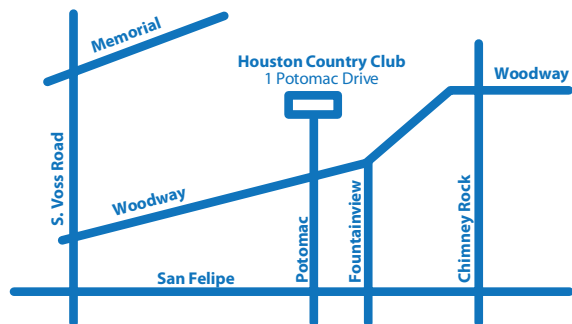
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April 19th meeting information



LOCATION:
Houston Country Club

1 Potomac Drive
 Houston, TX 77057

AGENDA:
Professional Development Session (4:30pm)
Social hour (5:30pm)
Dinner (6:30pm)

2010-2011 Strategic Partners

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Contact:
 Phil Denning - philip.denning@shell.com
 or
 Eric Khan - eric_a_khan@yahoo.com



Meeting Fax/Mail Reservation Form

Register online at <http://www.feihouston.org>

Mail to: P.O. Box 631206, Houston, TX 77263-1206 or Fax to: 713.776.1308
 One form per registrant please, photocopy as necessary. **Reservations Required** by 3:00 pm 2 business days before the meeting. may be canceled without cost as late as noon the day before the meeting. **"No-shows" will be billed \$90.**

Meeting Cost: No charge for Chapter Members and 1st time prospective members. Guests -\$90/person (guests & prospective members must be accompanied by member)

 Attendee Name

 Organization

 Street Address

 City / State / Zip

 Phone

 Fax

 E-mail

Please select one: Chapter member 1st time prospective member

Spouse (name): _____

Payment method: MasterCard Visa Amex

 Credit Card #

 Expiration date (Month/Year)

 Name on card

 Signature

 Billing address (street address, city, state and zipcode)