



Trust & Confidentiality Upgrade the Bank

OG Situation Analysis

Our client was the investment banking arm of a universal bank that wanted to upgrade the leadership of one of its verticals. The challenge was that there was an incumbent in the position. To be fair to the person currently leading the vertical and to protect the integrity and morale of the team, it was essential that the search be conducted with the greatest possible confidentiality. As few people as possible had to be interviewed to prevent news about the client's plans from becoming public.

OG Approach

Tom Cleary, an Executive Director based in New York, is one of our investment banking specialists. Tom has known and worked with the client's head of investment banking for five years and has done multiple searches for the client. Tom's rapport and trust with the client was centrally important.

“I could tell you who the best team on the Street is and you could swing for the fences.”

Tom Cleary, Executive Director,
Options Group, New York

When they first began their discussions, the head of investment banking told Tom that he wanted him to conduct a search for new leadership for the vertical. Tom responded that while he could certainly conduct a

search, doing so would imperil the client's confidentiality. The alternative was bold: "I could tell you who the best team on the Street is and you could swing for the fences." The client loved the idea.

Tom knew immediately who he wanted to bring into the client: a top producing team who had an outstanding track-record. Within two weeks of opening the search, the multi-person team was in conversation with our client.

OG Results

The client ended up appointing two members of the team as co-heads and also hired another senior investment banker. What made them such an ideal team for our client wasn't just their excellent book of business. They represented the kind of culture the head of the investment bank wanted to develop: a more aggressive style of leadership, a sense of drive, with greater expectations about revenues, size of clients and sizes of deals. For the head of investment banking, the hires represented a seamless transition to what he wanted his firm to become.

Contact Us

OGiQ@OptionsGroup.com

Americas

New York +1.212.982.0900

Bogotá +57.(1).358.2602

São Paulo +55.11.4082.9010

EMEA

Frankfurt +49.(0)69.971.941.10

London +44.(0).207.448.0100

Zürich +41.43.497.3048

Asia Pacific

Hong Kong +852.2155.1300

Mumbai +91.22.6129.3200

Singapore +65.6809.2802

Sydney +61.2.8249.8335

Tokyo +81.3.6228.7460