

The Rankin Group

Guiding the Wealth Management Marketplace Worldwide

Candidate Information

The Rankin Group, Ltd. is the leading consulting and executive search firm specializing in wealth management and family offices. Our boutique firm offers our clients a uniquely personalized approach to achieving their goals, based on a risk management philosophy.

Contents

Candidate Information.....	1
Introduction.....	2
About The Rankin Group	3
DISC Behavioral Style Analysis.....	4
Consulting Team.....	5

The Rankin Group, Ltd.
PO Box 1120
Lake Geneva, WI 53147
262-248-5005
info@trgsearch.com

www.TRGsearch.com

Introduction

The Rankin Group, Ltd. is a retainer-based executive search and management consulting firm specializing in the recruitment of wealth management professionals for the financial services industry, family offices and family businesses.

We value our candidates as well as our clients. We strive to treat our candidates with respect, honoring the confidentiality of the search and the candidate's needs. The services we offer the candidate include: screening, behavior profiling to ensure the cultural fit of the candidate and the organization, and intermediary negotiation.

The Rankin Group realizes that the people we meet today as potential candidates may one day be potential clients or candidates for future searches. Therefore, we value our associations and work to insure mutually satisfactory relations regardless of the outcome of the current search. We recognize that our role is to manage the risk that both the client and candidate are taking in the search process.

We invite you to browse our web site to find out more about us. Our site allows you to update your information, submit your resume or fill out our profile form on-line.

About The Rankin Group

Strategic Guidance in Wealth Management:

For over two decades, The Rankin Group, Ltd. has been a leading consulting and executive search firm, specializing in products and services designed exclusively for the wealth management industry. Our success comes from:

The unique perspective we've gained working with wealthy clients directly, and the advisors and financial institutions that provide services to them.

Our dedication to a single niche, and commitment to maintaining the highest level of service and ethical standards possible.

A clear vision for what we do very well and the types of clients who benefit best from our services.

The Qualities that Add Value to our Client Relationships

Our impressive 25-year track record of working with financial services firms, wealthy families and private investors gives us an unmatched understanding of what works and doesn't work. Based on this experience, we intimately understand the needs and requirements of clients on either the buy or sell side of the desk.

Additionally, our family office consulting practice provides extensive counseling on the impact of family dynamics on the management of the family business or family office and their employees.

The Rankin Group, Ltd. Products and Services include:

Executive Search

The firm's flagship business consists of:

- Customized risk management approach to candidate selection.
- Design of recruiting tools to maximize return on investment in human capital.
- Behavioral profiling of candidates.

Family Consulting

Our consultants guide clients through a needs assessment and consensus building process to:

- Review individual and common goals, and expectations.
- Examine establishment or redesign of a Family Office.
- Direct selection of alternative structures for managing their assets.
- Develop criteria for selection of family office staff or advisors.

Second Opinions

When you need an objective evaluation of candidates that have been introduced to you through other sources, we will:

- Interview, profile and evaluate candidates.
- Perform reference checks.
- Assist in job offer negotiations.
- Make candid recommendations.

Transition Management

Reorganizations and mergers call for careful redeployment of human capital to retain & position leaders to manage transition. Our firm provides:

- Evaluations of employee skills, personal style, attitudes and values.
- Team building sessions to strengthen working relationships.

DISC Behavioral Style Analysis

The consultants at The Rankin Group, Ltd. have learned over the years that one of the critical factors to the success of any internal or external search is the ability to determine whether an individual's personal style and values will fit the job and organizational culture of their employer.

The DISC profiling system has become a valuable tool in our search and consulting practice. It helps to profile the client's culture and expectations of top performers. It helps identify complementary styles for effective team building. And, it helps support improved performance of employees.

We use this system in most assignments to give clients better insight into their own organizations, and to help candidates make better decisions about their fit in their job and the organization. Following is a brief description of DISC.

DISC is the universal language of observable human behavior. Just watching people proves its validity. Scientific research has proven that people, in terms of "how they act, their behavior," universally have similar characteristics. By learning these characteristics, we can increase communication; therefore, increasing our understanding of each other. We can also determine how they will fit into specific cultures and interact with others on their team, as well as how they will approach their job. The DISC program focuses on how people with similar styles tend to exhibit specific types of behavior common to that style. A person's behavior is a necessary and integral part of who they are. In other words, much of our behavior comes from "nature" (inherent), and much comes from "nurture" (our upbringing). The DISC model merely analyzes behavioral style and the attitudes and values that motivate each individual with that style.

The Style Analysis form and its various uses are all derived from the work of Dr. William Moulton Marston, who is best known for developing the Lie Detector. Dr. Marston was educated at Harvard University, receiving an A.B, LL.B, and PhD degrees. After his death in 1947, another psychologist, Walter Clarke, took Marston's theory and built a psychological device around it, which lead to the development of the DISC profiling system, as we know it today.

Consulting Team

The Principals

Jeffrey A. Rankin, Chairman

Jeff is the founder of The Rankin Group, Ltd. His professional experience spans over 30 years in recruiting for senior and middle management level executives in the financial services industry.

He started The Rankin Group, Ltd. in 1986 to facilitate national expansion of his search practice, and broaden the scope of his business beyond traditional search. Prior to building this organization, he was senior partner of Johnson-Rankin and Associates in Chicago, which focused on the recruitment of trust professionals.

Jeff is involved in all aspects of the search process from client management to candidate development and profiling. He is recognized for his ability to quickly penetrate a market, identify the key players, and sell them on the idea of looking at new opportunities. Team lift outs and targeting of acquisition candidates for instant positioning in new markets are his forte. He works on a multitude of searches across all functions within the trust, investment, and private banking business.

Jeff holds a B.S. degree from the University of Wisconsin-Madison



M.J. Rankin, President & CEO

M.J. manages the sales, marketing and family consulting practices for the firm. She has more than 25 years experience in the areas of banking, trust and investments, marketing, and human resource development. Prior to joining The Rankin Group, Ltd. in 1986, she held management positions at Harris Bank, The Northern Trust Company, and The Bank Marketing Association in Chicago. Her early career started in Boston doing management training and development for Honeywell, followed by various roles in banking and marketing consulting. She holds an Associates degree in International Studies from Fisher College, Boston, and a B.A. degree from Suffolk University, Boston.

M.J. is well known throughout the financial services industry as an expert in wealth management and family offices. Her clientele consists of wealthy families and private investors who have or are considering establishing a family office to manage their complex needs. In addition, she works with bank and non-bank financial organizations that are looking to strategically position themselves in the family wealth market segment.



To address the benefits and challenges of running a Family Office, Ms. Rankin has developed an evaluation process that:

- Assists family members and family office managers in identifying the role and performance expectations for senior level professionals.
- Helps to set realistic parameters for compensation and performance measurement
- Places a “value” on the contribution family office professionals make to the family by:
 - Objectively defining the nature of a particular assignment;
 - The complexity of the families situations; and
 - The related competencies required to meet position criteria.

By working through this process, families better understand the unique characteristics of their family office and the commitment needed to get the best return on their investment.

Lisa D. Ryan, Managing Director

Lisa is a Managing Director with the Rankin Group, Ltd. She brings over 10 years of search and research experience to the firm. Prior to joining The Rankin Group, she was a Senior Consultant with Family Office Exchange (FOX) responsible for executive search and family office consulting engagements. As a member of the search and consulting team, she managed client engagements, lead the candidate research and evaluation process, guided clients through the interview and selection process and facilitated compensation negotiations. Lisa led compensation-consulting projects and provided consulting support to families in transition and families developing family offices. She authored “FOX 2003 Global Compensation White Paper: Chief Investment Officers in Leading Family Offices” sponsored by Barclay’s Global Investors.



Lisa was introduced to the search business through her prior career in providing merger and acquisition advisory and consulting services to commercial real estate financial service companies. Lisa assisted clients in expanding nationally through recruiting efforts and building offices in addition to acquiring companies.

Lisa earned her B.A. degree in Economics and French from Hollins College, and a M.S. in City Planning from the Georgia Institute of Technology.