



Japan's Top Source for Talent

**STRATEGIC CONSULTING JAPAN**

Experience the difference of  
Uncompromising quality

## Leadership



Prior to establishing Strategic Consulting Japan, Mr. Morris was an Executive Vice President, Advanced Technology at DHR International Japan and a Vice President with a local Japanese executive recruiting firm, where he focused on placing executives in senior management positions in the advanced technology industry within Japan. He was also responsible for mentoring and training consultants with search strategy, presentation skills, as well as business development.

His search experience has been focused on placing Presidents, General Managers, Directors (Sales and Marketing), Customer Support Directors, Business Development Managers and Operations Managers.

Since 2003, Mr. Morris has been lecturing at Tokyo Institute of Technology. He still maintains a relationship with Tokyo Institute of Technology where he continues to lecture several times per year. Additionally, he supports Masters' and Doctoral graduate students by evaluating, then writing recommendations for post graduate studies and fellowships abroad.

Prior to coming to Japan, Mr. Morris worked at LECO Canada for over 13 years in a variety of roles from field service to sales management. He successfully developed a variety of industries with a diverse array of technology including image analysis into medical, TOF MS into research, CHNS into agriculture, food, precious metals, research, and more. Mr. Morris also gained extensive skills developing metallographic technology into the aerospace, automotive and advance technology industries.

In addition he developed deep relationships with leading universities and organizations such as: The National Research Council (NRC), Atomic Energy of Canada (AECL), Agriculture & Agri-Food Canada, Health Canada and Environment Canada.

While in Canada, he was a member of the Toronto Inductively Coupled Plasma (ICP) users group, the Association of Analytical Communities (AOAC) and the International Metallographic Society (IMS).

Mr. Morris studied electronic technology and communication systems at a Canadian military academy. He has a strong computer science, material science and advanced technology background.

In his spare time, Mr. Morris is an endurance athlete (marathons, ultramarathons & triathlons), additionally he continues his study of Yoshinkan Aikido (he maintains a black belt and teaching certificate). He is a permanent resident of Japan, and considers Japan to be his home.

## Our Mission

Strategic Consulting Japan is bound by uncompromising ethics, integrity, honesty and moral conscience. We treat our clients, candidates and employees with the respect they rightfully deserve.

We strive to achieve the best results with all our projects, and will not challenge work which is not achievable regardless of the potential financial reward.

Our professional goal is to always to seek Win-Win with all of our clients, candidates and staff alike.

We understand the nature of our business, however, respect, and abide by the Japan Labor Laws - to do otherwise would put ourselves and our clients at risk.



Strategic Consulting Japan offers the highest quality of scalable consulting services within the Japan market. We guarantee confidentiality and transparency throughout the process.

We utilize a strategic and methodical approach to executing each and every project. Our clients leverage great benefit from our Fortune 500 Succession Planning experience.

Our key value proposition includes:

- Highly developed tools
- Japan market expertise
- Extensive Executive Search experience
- Scalable Succession Planning solutions
- Business Analysis expertise
- M&A Gap Analysis experience & expertise

# Performance Hiring Process



John D. Morris, President of Strategic Consulting Japan is a Lou Adler Certified Performance-based Hiring Recruiter, and is involved from start to finish with each and every search.

By utilizing Lou Adler's Performance-based hiring tools and methodologies ensures our clients that we are diligently screening, and only introducing only the best available candidates in the market. Our searches are not executed with randomness or luck, we have a clear and concise strategy to each and every search.

Due to our strategic approach, we are typically approached to fill "critical" and/or "confidential" searches.

# Advanced Search Process



Strategic Consulting Japan offers the most advanced and methodical approach to each and every search.

Our process begins by developing a "Performance-based Profile"; then we map out the market to identify the best professionals, these candidates are then thoroughly screened before the role is introduced; if the prospective candidate is not qualified, then the company information is not disclosed. Note: All prospective candidates are required to sign an NDA.

We are a client centric, executive search firm, consequently our objective is not to simply fill jobs orders with any professional, rather it's to build companies with the best professionals. Our process is so effective, that we offer our clients a *one year replacement warranty* for all our hires.

## Quality

Strategic Consulting Japan offers our clients the most highly developed search and consulting processes within the industry.

We focus on "quality" rather than volume, we do not compete with the contingent staffing firms which are driven by volume; our objective is to focus on searches that truly impact a company's bottom line.

Our clients receive the highest level of search processes available in market. We offer our clients reporting and tools which will satisfy even the most particular hiring manager - and more importantly will help facilitate a better hire each and every time.

Reporting schedules are predetermined upon the onset of each search, and reporting is not simply a method of demonstrating search activity, but rather a tool used to report back to our clients "real" activity as well as market feedback. Our goal is to fill roles with the best available candidate(s) the market can offer.

## SMARTe

Each search is initiated by developing

**SMARTe** Performance Profiles:

**S**pecific: Include the details of what needs to be done so that others understand it.

**M**easurable: It's best if the objective is easy to measure by including amounts or percent changes.

**A**ction-oriented: Action verbs build, improve, change, and help understanding.

**T**ime-bound: Include a date or state how long it will take to start and complete.

**e**nvironment: Describe the company culture, pace, pressure, available resources, and politics.

**SMARTe** is a system developed by The Adler Group; Strategic Consulting utilizes this tool with all its searches.

## Warranty



Protect your investment with Strategic Consulting Japan's exclusive one year replacement warranty.

Strategic Consulting Japan offers an additional 275 days of guarantee compared to the three month industry standard. This demonstrates our commitment to a win-win partnership with all our clients.

# Why Strategic Consulting Japan (SCJ)

Search Criteria	Contingent Search	Global Search	SCJ Search
Below are some criteria to consider when selecting a business partner for your critical searches	<ul style="list-style-type: none"> <li>• Passive search</li> <li>• Rely on data base</li> <li>• Candidate centric</li> <li>• Simultaneously work on 100s of assignments</li> </ul>	<ul style="list-style-type: none"> <li>• Industry experts</li> <li>• Client centric</li> <li>• Simultaneously manage 15+ searches</li> </ul>	<ul style="list-style-type: none"> <li>• Industry experts</li> <li>• Client centric</li> <li>• Manage 3-4 searches at one time</li> </ul>
Limited hands off	X	✓	✓
Search engaged until completion	X	✓ X	✓
Candidate exclusivity	X	✓	✓
Industry experts	X	✓	✓
Thorough reference checking	X	✓	✓
Cost effective	✓	X	✓
Active search (not a database query)	X	✓	✓
Effective with volume staffing	✓	X	X
Client professionally represented	X	✓	✓
One Year Warranty	X	X	✓
Total	2/10	6.5/10	9/10
Best Value for critical hires or market entry			

# Critical & Confidential Search

## Confidential Search



Why is confidentiality important, and how does Strategic Consulting Japan manage this process effectively?

If an employee finds out they are being replaced, this can cost a company two year's in compensation or more.

In other cases, some companies don't want their competitors to know what they are doing in the market, especially in niche industries.

Keeping the market quiet while identifying the best talent for an organization is always our priority, and a service we excel at.

When executing a "confidential" replacement, we don't utilize any advertising, and the opportunity is only introduced in person to on-spec, interested candidates who have been thoroughly screened. All viable candidates are required to sign an NDA prior to disclosing our client's information.

Talented passive candidates respect this process and realize that we are also treating their private information with the same confidentiality.

## Critical Search



Do you have critical hiring needs for your Japan business? Will hiring a nonperforming professional impact your bottom line?

Have you recently lost an important member of your team, are you expanding your team in Japan, or entering into a new market segments?

We have supported many companies their with "critical" hiring requirements, these are hires are either time-sensitive, or so important to their organization they require a dedicated expert to support the hiring process in a professional and accountable way.

Utilizing the "contingent" process leaves the hiring to chance without accountability to identifying the right professional in a timely fashion.

Our clients engage with us as every hire is important to the success of their business.

We limit the number of clients, and searches we execute at any given time, our strategy is to partner with our clients and offer an extremely high level of service with the best available talent available within the Japan market.



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# Japan Entry

Strategic Consulting Japan are specialized with all aspects of establishing a business in Japan.

We offer an end-to-end service, as well as consultation support for entering the Japan market.

Understanding how to effectively enter the Japan market can be a big hurdle, especially from overseas. We can support you through the entire process by identifying which is the best strategy for you, based on your technology, products, services and, or business model.

Some options may include: establishing a direct sales office, utilizing channel distribution and or system integrators.

You'll need to register your business as either a Kabushiki Kaisha (K.K.) or a Godo Gaisha (G.K.); which business model do you chose, and what would be the potential benefits to your organization?

Based on your industry type, we can offer advice on where would be the best place to establish your business. We have real estate connections and are familiar with all the service offices in Japan, and can support you with this process.

We can refer bilingual legal support as well as bilingual accounting services.

Your first hire is crucial to the success of your Japan business; we can help you to identify a top performing, bilingual, entrepreneurial professional.

We also offer full logistical support including localized hiring contract templates, and translation support.



Should you decide to hire a professional through your network or a job board (which we do not recommend), we offer a 3rd party detailed reference check service.

Additionally, we can support you with booking accomodations, and support you with how to navigate the train system in Japan.

Some other basic support we offer is we guide you with some basic understanding of the business culture to insure you don't offend your business partners here in Japan.

## Please contact us for a free Japan Entry consultation

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# Career Transition Services



## Career Transition Services Overview

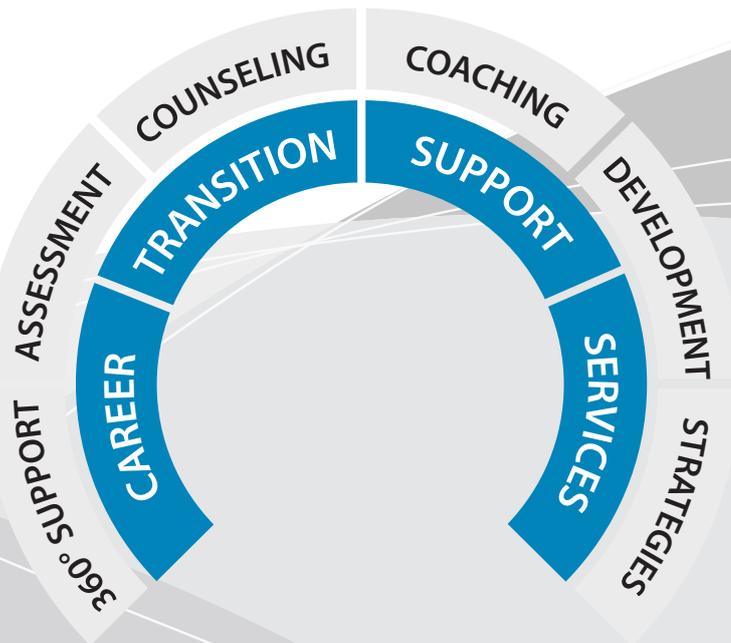
- Initial consultation after layoff or termination
- Cognitive counseling
- Career consultation and coaching
- Strategic approach to seeking employment
- Professional resume development
- Introduction and support with new online trends and media
- Interview training and support
- Professional development support and guidance

Corporate restructuring and/or terminating professionals is a difficult process every in the world, and is exponentially more difficult in Japan with the job-for-life mentality.

Strategic Consulting Japan is experience with supporting organizations and professionals with career transition.

We take a personalized approach to supporting the professional to effectively re-transition back into the market.

Please contact us to support you with a professional and proactive strategy to prevent long-term liability, and to support positive moral within your organization.



## Contact us to learn more about our Career Transition services

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# Industry Practices

On September 15th, 2008, Lehman Brothers filed for bankruptcy, this led to a financial meltdown of unparalleled proportion, which in turn has initiated a paradigm shift in the way most industries and companies will operate forever. The market has become increasingly competitive; consequently, technology and professional services companies are experiencing new business challenges beyond the traditional challenges such as: globalization, branding, pricing and discerning customers. We are breaking new ground, attracting, maintaining and motivating key talent is the single most important task of any successful business leader in today's global arena.

In Japan, the Industrial field is one of the most difficult verticals to attract talent. This field is ultra conservative, and many companies are not able to attract talent with substantial salary increases, which is often the case within the IT, Finance and the Life Science fields. Consequently identifying and moving talented Industrial professionals is no easy task. With limited available talent, keeping the market quiet is important to successfully execute these searches. Inexperienced recruiters and contingent search firms mess up the market with boiler room tactics, including: mass marketing. At SCJ we know how to successfully execute search within this challenging vertical.

With Japan's aging population there has been an increased demand for medical devices and pharmaceuticals. Japan's main Life Science business challenge is due to increased regulatory scrutiny and compliance requirements. The Life Science field is quite incestuous, however moving HiPo talent from one firm to another requires business expertise and skill, this is an area where we shine; we are consultants, not headhunters and are able to attract HiPo passive professionals. Strategic Consulting Japan focuses on three main areas within the Life Science field including; medical devices, diagnostics, pharmaceuticals and biotechnology.



## Technology



## Industrial



## Life Science

## Contact us

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Nothing is more important  
Than hiring great talent!