

BJØRN JOHANSSON

Dr. Bjørn Johansson Associates Inc.
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DATE OF BIRTH: October 15, 1947

NATIONALITY: Norwegian—Grew up in Kristiansand, Norway

EDUCATIONAL BACKGROUND:

- 1997 Harvard Business School, U.S.A., Owners President Program (OPM)
- 1978 University of St. Gallen, Switzerland, Dr.oec.HSG degree (Ph.D.)
- 1973–75 Postgraduate Studies in the U.S.A.
- 1973 University of St. Gallen, Switzerland, lic.oec.HSG degree (MBA)

LANGUAGES SPOKEN: Norwegian, German, English, Danish, Swedish

CAREER HIGHLIGHTS:

- since 1993 Dr. Bjørn Johansson Associates Inc., Zurich
- 1991–93 President International, Paul Ray & Carré Orban International, Zurich
- 1985–91 Founding Country Manager Switzerland, Senior Officer and later Managing Director International Board Services, Korn/Ferry International, Zurich
- 1980–85 Vice President, Spencer Stuart Management Consultants, Zurich

SPECIAL INTERESTS/HOBBIES: People, business and economics, sports, traveling

GEOGRAPHIC SCOPE OF RECRUITING: Worldwide, with a main focus on Europe and North America

SECTOR/INDUSTRY SPECIALIZATION: Industry generalist, focusing on the national and transnational search of Presidents, CEOs and Board Members

FAVORITE HISTORICAL FIGURE/MODEL/MENTOR: Executive Search: Gerard R. Roche and Thomas J. Neff; Global Business Leaders: Percy Barnevik, Chairman ABB; Helmut Maucher, Chairman Nestlé; John F. Welch, Chairman General Electric Corp.; Political Leaders: Margaret Thatcher, Helmut Kohl, Gro Harlem Brundtland

SINGLE MOST IMPORTANT ISSUE IN CONDUCTING A HIGH LEVEL SEARCH: The search must be a complete process: understand my client's strategic need, take a global approach, apply creativity and "out of the box" solutions whenever possible, make sure that the placed top executive fulfills my client's expectations in creating shareholder value.

MOST SIGNIFICANT OTHER ASPECT OF PERSONAL OR PROFESSIONAL LIFE: Today, I have the freedom to determine the success of my own Firm, including turning down assignments whenever appropriate.

WHAT IS THE BEST PREPARATION FOR BEING A SUCCESSFUL RECRUITER? Curiosity and communication skills

WHAT WOULD YOU BE DOING IF YOU WERE NOT AN EXECUTIVE RECRUITER? Invent Executive Search

WHAT ARE THE CHARACTERISTICS OF BEING A GREAT CLIENT? Trust and confidence in my work

WHAT CHALLENGES DO YOU SEE AHEAD IN THE GLOBAL MARKETPLACE? How to overcome the increasing lack of real top global executives