

# EXECUTIVE LEADERSHIP ADVISORY

México 2025



# WE SHAPE YOUR LEADERSHIP, YOU SHAPE THE WORLD

## WHO WE ARE

Created in 1957, Alexander Hughes, headquartered in Paris, is one of the only independent executive search groups of European origin, able to provide its clients worldwide with a value-added service of the highest level and quality in the profession.



Committed



Collaborative



Reliable



Future Ready



**50+** Partners  
**90+** Consultants  
**140+** Research and support



**98%** Success rate  
**70%** Repeat business  
**60%** Loyal customers

## WHERE WE ARE



**5** Continents  
**51** Countries  
**58** Offices

Abidjan – Algiers – Amsterdam – Athens – Barcelona – Beirut – Belgrade – Bogota – Boston – Bratislava – Brussels – Bucharest – Budapest – Casablanca  
Chicago – Copenhagen – Cotonou – Dakar – Douala – Dubai – Frankfurt – Geneva – Hong Kong – Istanbul – Johannesburg – Kuala Lumpur – Lisbon – Ljubljana  
Lome – London – Luxembourg – Lyon – Madrid – Mexico City – Milan – Monterrey – Montreal – Moscow – Nairobi – New Delhi – New York – Panama City  
Paris – Prague – Santiago – Sao Paulo – Seoul – Shanghai – Singapore – Skopje – Sofia – Stockholm – Sydney – Tunis – Vienna – Warsaw – Zagreb – Zurich

## WHAT WE DO

Executive Search

Management  
Search

Human Capital

Board Services

Succession planning

## OUR SECTORS

Industry

Real estate, construction,  
infrastructures,  
engineering

Consumer markets

Financial services

Life sciences

Energy, utilities & services

Digital & Artificial  
Intelligence

Clean technologies  
Technology, media,  
telecom

Professional services

Public / non-profit /  
education

## FIND OUT MORE?

Visite our website at  
[www.alexanderhughes.com](http://www.alexanderhughes.com)



# WHY ALEXANDER HUGHES?



**The most demanding global organizations** have trusted us for years

**More than 60%** of our clients have been working with Alexander Hughes for **more than 10 years**



Our dedicated and experienced research ensures that we find **the best candidates**

The ability to quickly generate a short list of **outstanding candidates that matches the job description**



**We are dedicated, reactive and available:** Alexander Hughes' teams are committed to you

**More than 70%** of our turnover comes from **Repeat Business**



We only accept assignments when we are **confident of delivery**

The guarantee is exercised for **less than 2%** of our assignments

## Designed For Success

By choosing Alexander Hughes, you're gaining a partner who is deeply committed to your success, ensuring that the leadership talent we identify aligns perfectly with your vision for the future.

## Execution Advantages

We are a firm with robust quality management processes, ensuring that every search is conducted with the highest level of precision and accountability seamlessly across all geographies.



# ATTRACTING AND ASSESSING KEY TALENT



**Alexander  
Hughes**  
EXECUTIVE SEARCH CONSULTANTS

## EXECUTIVE SEARCH

- CEO, COO and other C-level Executives
- Executive Committee Members
- Key Experts
- Executive Succession Planning

## BOARD SERVICES

- Board Member Recruitment
- Board Assessment & Advisory
- Family Business Governance
- CEO Succession

MANAGERS BY



**Alexander  
Hughes**

## MANAGEMENT SEARCH

- Seasoned Managers
- Rare Specialists
- Multiple Recruitments

## HIGH-FLYERS & FUTURE MANAGERS

- Talent Pipeline Assessment
- High-Potentials Search
- Diversity and Inclusion
- Internationalisation
- Succession Planning



**Alexander  
Hughes**  
HUMAN CAPITAL CONSULTANTS

## HUMAN CAPITAL & ASSESSMENT

- Executive Team Assessment
- Top Team Effectiveness
- Management Assessment
- Finalists' Validation
- Leadership Development Strategy



**Alexander  
Hughes**  
HUMAN CAPITAL CONSULTANTS

## PRESENCIAL ASSESSMENT

- Design business cases tailored to the company's sector.
- Evaluate assigned executives.
- Deliver results and recommendations.

# GLOBAL & INTEGRATED WITH 58 OFFICES IN 51 COUNTRIES



**50+ PARTNERS**  
**90+ CONSULTANTS**  
Over 50% of our consultants have prior C-suite experience and all are multi-lingual with international exposure.

**140+ RESEARCH & SUPPORT STAFF**  
Maintaining a ratio of 1:2 our flat structure ensures hands-on involvement of consultants.



# GLOBAL & INTEGRATED

OUR 58 OFFICES IN 51 COUNTRIES

## EUROPE

|            |            |
|------------|------------|
| Amsterdam  | Luxembourg |
| Athens     | Lyon       |
| Barcelona  | Madrid     |
| Belgrade   | Milan      |
| Bratislava | Moscow     |
| Brussels   | Paris      |
| Bucharest  | Prague     |
| Budapest   | Skopje     |
| Copenhagen | Sofia      |
| Frankfurt  | Stockholm  |
| Geneva     | Vienna     |
| Istanbul   | Warsaw     |
| Lisbon     | Zagreb     |
| Ljubljana  | Zurich     |
| London     |            |

## NORTH AMERICA

Boston  
Chicago  
Montreal  
New York

## SOUTH AMERICA

Bogota  
Mexico City  
Monterrey City  
Panama City  
Santiago Sao  
Paulo

## AFRICA & MIDDLE EAST

Abidjan  
Algiers  
Beirut  
Casablanca  
Cotonou  
Dakar  
Douala  
Dubai  
Johannesburg  
Lome  
Nairobi  
Tunis

## ASIA PACIFIC

Hong Kong  
Kuala Lumpur  
New Delhi  
Seoul  
Shanghai  
Singapore  
Sydney



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**90+ CONSULTANTS**

Over 50% of our consultants have prior C-suite experience and all are multi-lingual with international exposure.

**140+ RESEARCH & SUPPORT STAFF**

Maintaining a ratio of 1:2 our flat structure ensures hands-on involvement of consultants.

# OUR VALUES



Committed



Collaborative



Reliable



Future Ready

## OUR MISSION

At Alexander Hughes **we are dedicated to improving leadership within businesses** worldwide through enduring client collaborations and the cultivation of future leaders. We can be relied upon to offer optimum and objective advice, finding and assessing the very best people for our clients.

We commit to become **the industry's preferred executive search and leadership advisory partner**, collaborating with businesses to guarantee their excellence. We ensure our clients meet their strategic objectives, building diverse, sustainable and future-ready teams for them, globally and locally.

**Founded in 1957 and based in over 50 countries**, our heritage, entrepreneurial history and worldwide presence provides us with the depth and diversity of leadership expertise, across sectors and functions, that allows us to seamlessly support our clients worldwide.

**We consistently help our clients prepare for the future.** We have a profound understanding of emerging trends in the various geographies, industries and sectors. We are continually adapting and improving our level of service so that they can rely on the best leadership to face their future.

# LEVERAGING EXPERIENCE ACROSS OUR SECTORS

## GLOBAL APPROACH

- Knowledge of sectors
- Knowledge of functions and career paths
- Understanding of your organizational needs
- Access at the highest level
- Assessment of best candidates
- Diversity & Inclusion awareness

## EXPERTISE BY SECTOR



Industry



Real estate, construction, infrastructures, engineering



Consumer markets



Financial services



Life sciences



Energy, utilities & services



Digital & Artificial Intelligence



Technology, media, telecom



Professional services



Public / non-profit / education



Clean technologies

# EXECUTIVE SEARCH



## EXECUTIVE HIRING

Our specialized knowledge and expertise elevate the recruitment process to a strategic level. focused on identifying and hiring senior-level executives, such as CEOs, CFOs, and other top-tier leaders. It involves a highly targeted, confidential approach to sourcing candidates who possess the strategic vision and expertise to drive organizational success.



## CAPABILITY BUILDING

We assist clients in identifying, defining & filling new/emerging leadership roles and situations by helping them clarify the role and candidate specifications to ensure the right fit.



## EXECUTIVE SUCCESSION PLANNING

Market mapping & assessments to build talent pool and find external talent.

Through strategic talent assessments and succession planning, we help you to secure the right individuals for key roles, ensuring they are ready to lead with confidence when the time comes.



## DIVERSITY & INCLUSION

At Alexander Hughes, we are committed to fostering a diverse, inclusive, and equitable workplace. We recognize that diversity of thought, experience, background, and perspective drives innovation and success. Our executive search process ensures equal opportunity for all individuals, regardless of race, gender, age, sexual orientation, disability, religion, or any other characteristic.

# MANAGEMENT SEARCH



## MANAGEMENT SEARCH

Our subsidiary **Managers by Alexander Hughes** specializes in the recruitment of senior managers and industry specialists.

Our of a dedicated team provides clients with a comprehensive executive search service, tailored to identify and recruit hard-to-find functional or industry-specific managers, as well as fast-rising, high-potential professionals.

Our expertise spans across various sectors, ensuring that our clients have access to the best talent in the market to meet their leadership and specialist needs.



## HIGH-FLYERS

Secure the **most promising candidates** today with an eye for the strategic positions that you will need to fill tomorrow

**Develop a new generation** of highly skilled people selected based on their personality and of their attachment to your company's values

**Anticipate changes** in your business (expertise, international development, etc.)



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# SEARCH PROCESS



# SEARCH DELIVERABLES

## JOB SPECIFICATIONS



Alexander  
Hughes

EXECUTIVE SEARCH CONSULTANTS

[CLIENT LOGO]

Recruitment Specifications

[POSITION]

[Client]

[DD, MM, YYYY]

Written on [DD/MM/YYYY]

Revised on [DD/MM/YYYY]

This document is confidential, its purpose is to specify the orientations to be given to the assignment we propose to undertake for you.

It was established after a meeting on (Date) between Mr. ... from "COMPANY NAME" and (Consultant) from Alexander Hughes. It was later revised on, according to changes required by Mr. ...

## CONFIDENTIAL CANDIDATE REPORT

|                                                                                   |                                                         |  |  |   |
|-----------------------------------------------------------------------------------|---------------------------------------------------------|--|--|---|
|  | <b>Alexander Hughes</b><br>EXECUTIVE SEARCH CONSULTANTS |  |  |   |
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## PROGRESS REPORT / SHORT LIST

[illegible]

# ASSESSMENTS SERVICES



### Executive Summary

**"Nombre del Candidato"**  
"Posición"  
"Empresa"

**Executive Profile**  
Gerente Senior | Sostenibilidad | Impacto Social | Relacionamento Comunitario

Ejecutivo con más de 18 años de experiencia liderando estrategias de sostenibilidad, gestión social y relaciones comunitarias en secciones estratégicas como energía, gobierno y consumo. Ha ocupado posiciones clave en PEMEX, donde diseñó e implementó más de 60 evaluaciones de impacto social, lideró iniciativas de desarrollo comunitario y contribuyó a la reputación corporativa mediante políticas ESG alineadas a estándares internacionales.

Especialista en licencia social, gestión de riesgos sociales y alianzas institucionales, con enfoque en territorios rurales, pueblos indígenas y entornos de alta complejidad. Su perfil combina visión estratégica, sensibilidad social y ejecución técnica de alto nivel. Domina inglés, francés e italiano, y ha representado a sus organizaciones ante calificadoras ESG, gobiernos locales y organismos multilaterales.

**Integridad**  
Recomendación Final "Recomendado"

- Honestidad
- Moral
- Ética Laboral
- Acoso Sexual
- Reglas y Normas
- Record Criminal
- Robo
- Soborno
- Seguridad laboral
- Inclusión de Género

**IQ vs EQ**  
EQ 40%  
IQ 60%  
IQ: 112 & EQ: 64

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### Business Cases

Este **Assessment** evalúa el desempeño del candidato en contextos desafiantes, fuera de su zona de confort, a través de un **simulador de casos de negocio**. Las puntuaciones permiten identificar fortalezas (4 a más), niveles adecuados (3 y 3.5) y áreas de oportunidad (menos de 3), brindando una visión clara para su desarrollo futuro.

**Dimensiones Clave**

Perspectiva del negocio

- Perspectiva del negocio: 4.0
- Orientado al cliente: 4.0
- Liderazgo: 2.5
- Toma de Decisiones: 4.0
- Ejecución: 4.0
- Trabajo en Equipo: 3.0
- Logro de Metas: 4.0
- Comunicación Efectiva: 4.0
- Desarrollo de Talento: 4.0
- Innovación: 4.0
- Ética Profesional: 4.0

**Áreas de Fortalezas**  
Demuestra un desempeño sobresaliente en ejecución, orientación al cliente y pensamiento estratégico, elementos clave para liderar operaciones o iniciativas con impacto en resultados.

**Áreas de Oportunidad**  
Se identifican oportunidades de desarrollo en liderazgo directo, especialmente en contextos que exigen alta influencia. Adicionalmente, puede reforzar su colaboración en equipo y enfoque al logro de metas para potenciar su impacto integral como líder.

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### Assessment Online

En esta sección se presentan los **estilos y enfoques de liderazgo** del candidato, identificados a través de una herramienta especializada. El análisis permite contrastar cómo lidera y hacia dónde orienta su gestión, brindando una visión clara y comparativa de su **perfil como líder**.

**Estilos de Liderazgo**

Autocrático 40%  
Delegativo 40%  
Colaborativo 40%  
Democrático 40%

**Sobre el Estilo de Liderazgo**  
Este gráfico muestra la tendencia del candidato al adoptar ciertos estilos de liderazgo en su desempeño profesional. **Autocrático:** Toma decisiones unilaterales y controla cada paso. **Colaborativo:** Fomenta participación activa y consenso. **Democrático:** Escucha al equipo antes de decidir. **Delegativo:** Confía y transfiere autonomía al equipo.

**Enfoques de Liderazgo**

Enfocado en Ventas vs Enfocado en Profit  
Enfoque Motivador vs Enfoque Estrategia  
Enfoque Conservador vs Enfoque Orientado al Cambio  
Enfocado en el Mercado vs Enfocado en la Organización

**Sobre el Enfoque de Liderazgo**  
Este análisis contrasta distintos enfoques estratégicos que guían las decisiones del candidato como líder. Cada línea representa un continuo entre dos estilos opuestos, y la posición del marcador indica hacia cuál de los dos extremos tiende el candidato en su toma de decisiones. Por ejemplo, enfoque al cambio sobre el enfoque conservador, lo estricto sobre la motivación, etc.

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### Assessment Online

El test de **Personalidad (BPQ27)** permite contrastar los rasgos naturales del candidato con las competencias de liderazgo observadas en el simulador, revelando qué tan alineado está su estilo personal con las **exigencias del rol y su forma de ejercer influencia**.

**Personalidad vs Competencias**

| Indicador Personalidad Factor in the Competency | BPQ27 Score | Competency                | BPQ27 Score |
|-------------------------------------------------|-------------|---------------------------|-------------|
| 1.1. Liderazgo                                  | 4.0         | 1.1. Liderazgo            | 4.0         |
| 1.2. Trabajo en Equipo                          | 3.5         | 1.2. Trabajo en Equipo    | 3.5         |
| 1.3. Toma de Decisiones                         | 3.0         | 1.3. Toma de Decisiones   | 3.0         |
| 1.4. Influencia e Impacto                       | 3.0         | 1.4. Influencia e Impacto | 3.0         |
| 1.5. Trabajo en Equipo                          | 3.0         | 1.5. Trabajo en Equipo    | 3.0         |
| 1.6. Trabajo en Equipo                          | 3.0         | 1.6. Trabajo en Equipo    | 3.0         |
| 1.7. Trabajo en Equipo                          | 3.0         | 1.7. Trabajo en Equipo    | 3.0         |
| 1.8. Trabajo en Equipo                          | 3.0         | 1.8. Trabajo en Equipo    | 3.0         |
| 1.9. Trabajo en Equipo                          | 3.0         | 1.9. Trabajo en Equipo    | 3.0         |
| 1.10. Trabajo en Equipo                         | 3.0         | 1.10. Trabajo en Equipo   | 3.0         |

La prueba de personalidad indica que es sociable, sabe escuchar y tiene un estilo de colaborativo, lo que refuerza competencias como ejecución, trabajo en equipo e innovación.

Su perfil controlador aporta al liderazgo, pero puede representar un reto si se expresa en exceso. Las áreas señaladas como obstaculizadoras marcan oportunidades de desarrollo para fortalecer su equilibrio e impacto como líder.

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## A MULTITUDE OF APPLICATIONS

- Leadership Development
- Board assessment
- Succession Planning
- Top Team Effectiveness
- Culture Transformation
- High Potentials selection and development

## SOFT SKILLS ASSESSMENTS STRONG BUSINESS & PSYCHOLOGY BACKGROUNDS

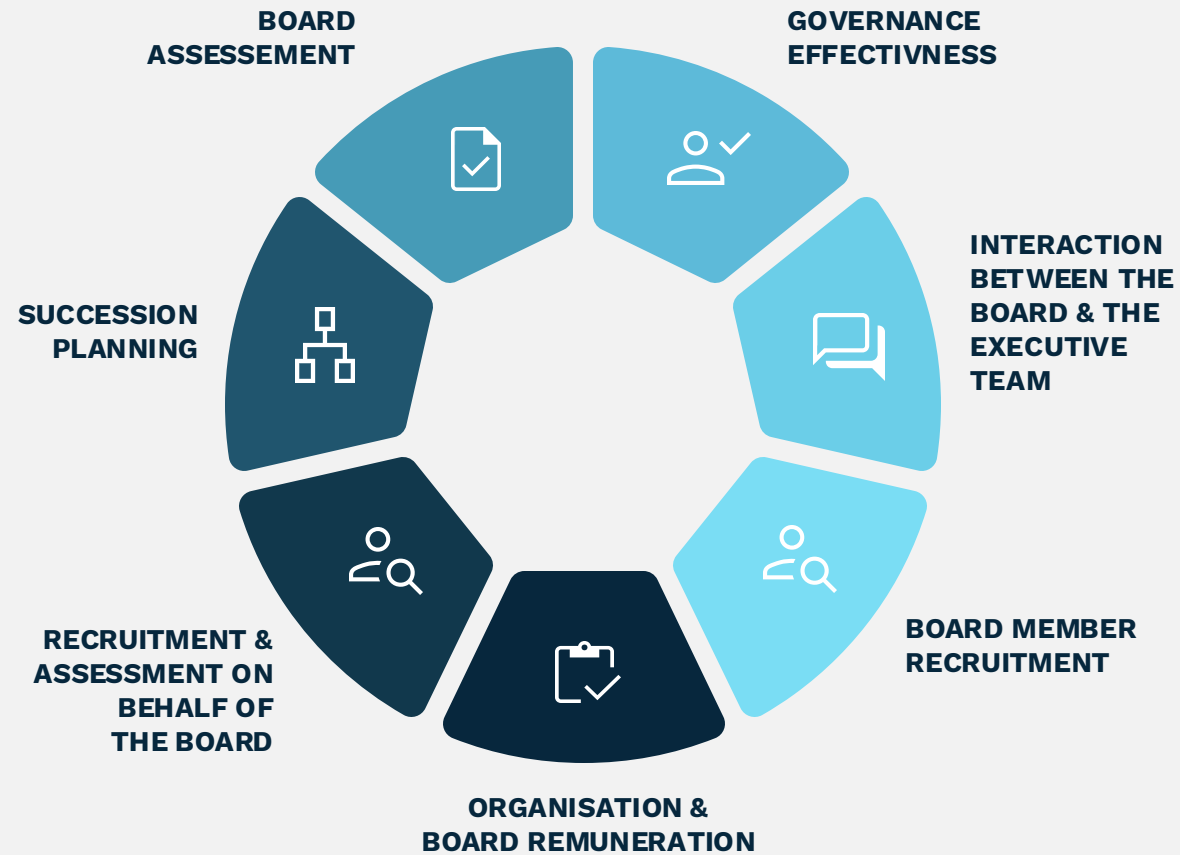
Our unique "ASSESSMENT OF BUSINESS CASES" solution is fully adaptable to corporate values and/or leadership model. Focus on 27 personality traits (strengths, derailleurs, motivations) strongly correlated with Leadership performance. Through greater self awareness, we support managers on their individual development plans for sustainable behavioural change.

## HARD SKILLS ASSESSMENTS CERTIFIED BY THE EYE OF THE HEAD-HUNTER

"ASSESSMENT" can also be extended to expertise and experience in relation to Core Corporate Capabilities specific to your organisation and the targeted role.

# BOARD SERVICES

## EVERY STEP OF THE WAY



## FOR ALL TYPES OF ORGANISATIONS

- Listed or private companies
- International groups
- Small and medium-sized companies
- Private equity backed businesses, start-ups
- Non-profit organizations
- Family-owned businesses



# MFFT THE TEAM



**Adolph CRUZ**  
Managing Partner México

Mobile  
+52 55 3646 0245

Phone  
+52 55 4172 4480

Email  
[a.cruz@alexanderhughes.com](mailto:a.cruz@alexanderhughes.com)

Website  
[www.alexanderhughes.com](http://www.alexanderhughes.com)



**Arturo OLIVAS**  
Managing Partner Monterrey

Mobile  
+52 899 936 8501

Phone  
+52 55 4172 4480

Email  
[a.olivas@alexanderhughes.com](mailto:a.olivas@alexanderhughes.com)

Website  
[www.alexanderhughes.com](http://www.alexanderhughes.com)





Executive Search | Board Services | Human Capital | Management Search | RPO Services

## Contact

Adolph CRUZ

Managing Partner

[a.cruz@alexanderhughes.com](mailto:a.cruz@alexanderhughes.com)

+52 55 3646 0245

