

The Search for Leadership



Qualifying the dimensions of leadership is often elusive, as leadership means different things to different people in different organizations, cultures and circumstances.

Considering leadership in your organization, what comes to mind?

Innovation? Capability to see the big picture? Collegial sharing of leadership with complementary expertise? Understanding how to get the best from people? Persuasiveness and a way with words? Developing direction and vision? Strength of character and values?

Or, does leadership mean something else for you or your organization?

Not only is the definition elusive, but the discovery of the right leader for the right circumstances can be difficult. President Abraham Lincoln, well thought of as a leader, stumbled many times before he was able to apply the right leadership for America to get through its greatest crisis.

While most organizations do not face the dire circumstances that confronted Lincoln, finding and supporting appropriate leadership is an imperative for any organization. A company can stagnate, decline or rise to new heights based on the choice of leadership.

The task of filling the ranks in leadership is complicated, as it involves utilizing wisdom from many perspectives. The complexity of human behavior and values, the challenge of real time circumstances and the need to straddle cultural environments, all make identifying and supporting leadership choices difficult.

Oak Associates works with clients to meet the challenge that comes with identifying new leadership for the board and the executive and/or senior specialist levels. We support clients to qualify and articulate leadership requirements and then search for leaders who would be appropriate within the Japanese market.

Twenty-five years of experience consulting with clients gives us a platform for defining leadership as the Japan market intersects with multinational corporate needs. Charlotte Kennedy Takahashi

Board, Executive and Senior Specialist Search

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email: info@oakassociates.co.jp
www.oakassociates.co.jp

Tokyo

tel: 03-5472-7072
fax: 03-5472-7076

Osaka

tel: 06-6441-2581
fax: 06-6441-2560



email: info@oakbridge-global.com
www.oakbridge-global.com

North America

tel: +1-303-670-0788
fax: +1-303-670-0769

Europe

tel: +44-20-7877-0428
fax: +44-20-7877-0708