

**Jens Friedrich chats with  
Deborah Hicks Midanek**

SpenglerFox Webinar

Executive Search | Human Capital Solutions | Interim  
Management | SME Board Solutions | Talent Mapping

Africa | Asia Pacific | Austral-Asia | Europe | India | Latin  
America | Middle East | USA | Russia



# Jens Friedrich

## Role

Jens joined SpenglerFox in 2010 as Regional Director for DACH and CEE. After leading the firm's Global Operations from 2012, he now holds the position of Chief Executive Officer and Chairman of the Board. He lives in Frankfurt with his wife and three children.

## Experience

Jens has worked in Executive Search since 1994 and has successfully delivered assignments across all of SpenglerFox's practice groups. Additionally he is a key member of the firm's Private Equity and Executive Interim Management Practice. Prior to joining SpenglerFox, Jens co-founded and owned the search firm Chronos International, which he later merged with Badenoch & Clark, part of the Nasdaq listed MPS Group, to grow the continental European business in Search and Interim Management.

## Qualifications

Jens has a degree in Banking and studied International Business & Law at the Goethe University of Frankfurt as well as the Technical University of Darmstadt, Germany. Jens is bilingual German and English and speaks conversational French and Arabic.



**Chief Executive Officer**

T: +49 172 144 8886

E: [jfriedrich@spenglerfox.com](mailto:jfriedrich@spenglerfox.com)

## About SpenglerFox

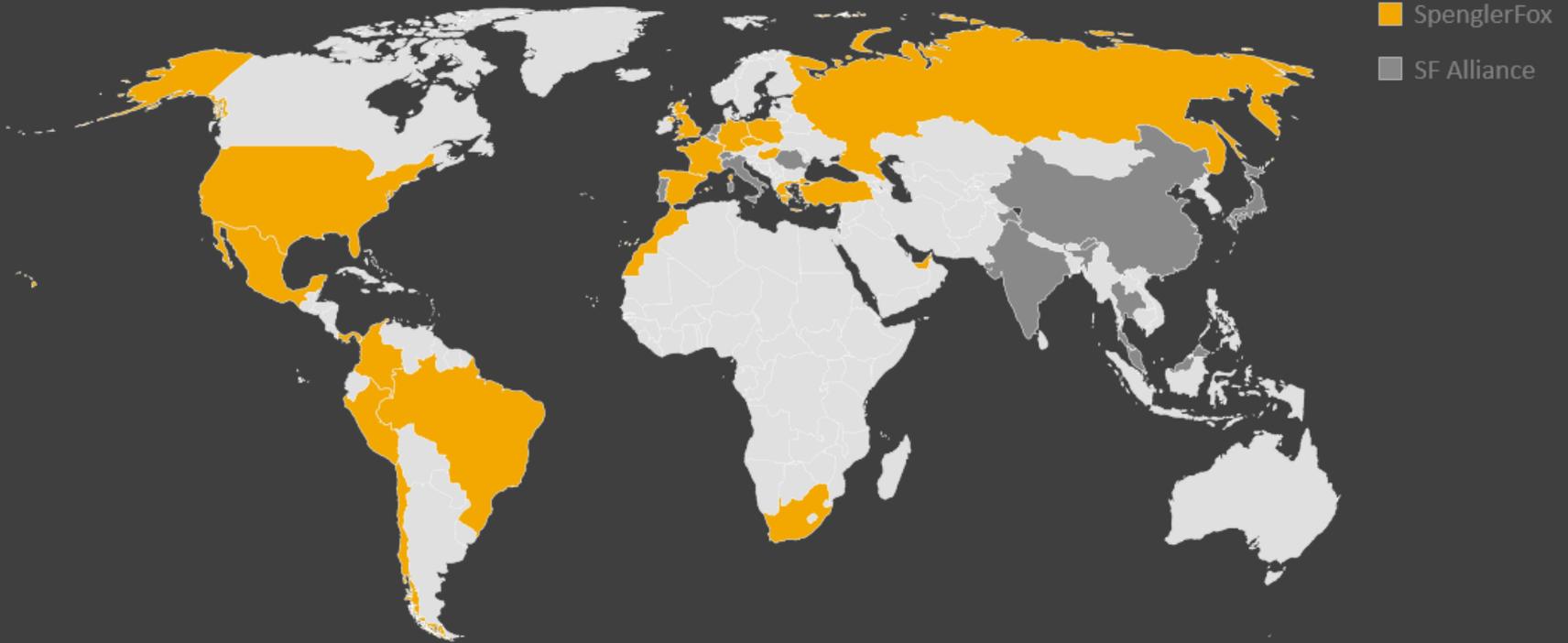


Founded in 2003, SpenglerFox is a truly **international Retained Search and HR Services firm**. In addition, we also provide Interim Management, Payrolling and Recruitment Process Outsourcing in both **mature and emerging markets**. We have a dedicated focus on Board work for small to mid-sized companies and our Research team is adept at providing Talent Mapping and Pipelining solutions.

It is our mission to identify and assess the very best senior **talent** for organizations in both developed and emerging markets. Our completely integrated and **wholly-owned** office infrastructure combined with our **global alliance network** expands our outreach worldwide to over 200 consultants and researchers retaining vast and far-reaching industry experience.

We relate to our clients as partners whose success is bound up with our own. This doesn't end with finding the **best executive talent**. Our wide range of services have been designed to support our clients and maximise their **performance** in the ever changing and demanding marketplace.

# Office Locations



SpenglerFox	Brazil	Chile	Columbia	Czech	France	Germany	Greece	Hungary	Mexico	Morocco
	Panama	Peru	Poland	Russia	South Africa	Spain	Turkey	UAE	UK	USA
SF Alliances	Belgium	China	India	Israel	Italy	Japan	Malaysia	Netherlands	Portugal	Romania
	Singapore	Switzerland	Thailand							

# Our Practice Groups

Consumer

Industrial

Life Sciences

Financial Services

Technology



# Our Services

We relate to our clients as partners whose success is bound up with our own. This doesn't end with finding the best executive talent.

We offer a wide range of services that have been designed to support our clients and maximise their performance in the ever changing and demanding marketplace.



## Deborah Hicks Midanek

Deborah Hicks Midanek is a veteran independent director, a pioneer in the corporate restructuring industry, and a serial entrepreneur. Widely respected for her turnaround skills, she has diagnosed and remedied problems for over 60 corporations and facilitated the growth of nearly 30 other ventures, including her own. Described by the late Fletcher Byrom, CEO of a Fortune 25 company, as a “pure thinker” – quickly gaining a deep understanding of complex problems and demonstrating an extraordinary ability to assimilate information and craft resilient solutions.

Deborah has been directly involved in much of the extraordinary innovation that has taken place on Wall Street over the last few decades, and in handling the consequences of its excess. With solid knowledge of capital markets from all points of view and a long record of success in building and rebuilding companies from the bottom up, Deborah focuses on defining transitions as positive processes.

Deborah has served as chairman, lead director or director as well as committee chair (audit, compensation, governance, special independent) for 23 public and private companies. In her first director role she organized the shareholders of beleaguered Drexel Burnham to achieve recognition by the bankruptcy court and restructured the incumbent board to favor independent directors, whom she recruited and led.

She joined Drexel Burnham to start its derivatives function, which grew to \$50 billion in contracts; she then formed and led the firm’s structured products group. Next she built and sold her own institutional investment management firm, Solon Asset Management Corporation, and built a no load mutual fund complex to \$1 billion in assets in record time. She has served as CEO of several companies, and is a 2011 NACD Board Leadership Fellow, the first year such designations were available, and a Certified Turnaround Professional, by career achievement.

Deborah earned her MBA from the Wharton School and an AB in History from Bryn Mawr College. A frequent writer and speaker on governance, strategy, leadership, and resilience, she is deeply involved in promoting entrepreneurship. A New Yorker now living in Mississippi, she is in the middle of a downtown turnaround, renovating and repurposing 22 19th century buildings in Grenada, MS.



Author:

THE GOVERNANCE  
REVOLUTION

What Every Board Member  
Needs to Know, NOW!

## Board Myths

---

Public corporations are owned by their shareholders.

---

The board owes its loyalty to the shareholders.

---

The goal of the board is to maximize shareholder value.

---

Independent directors are not necessary.

---

The CEO reports to shareholders.

---

Shareholders give direction to the board.

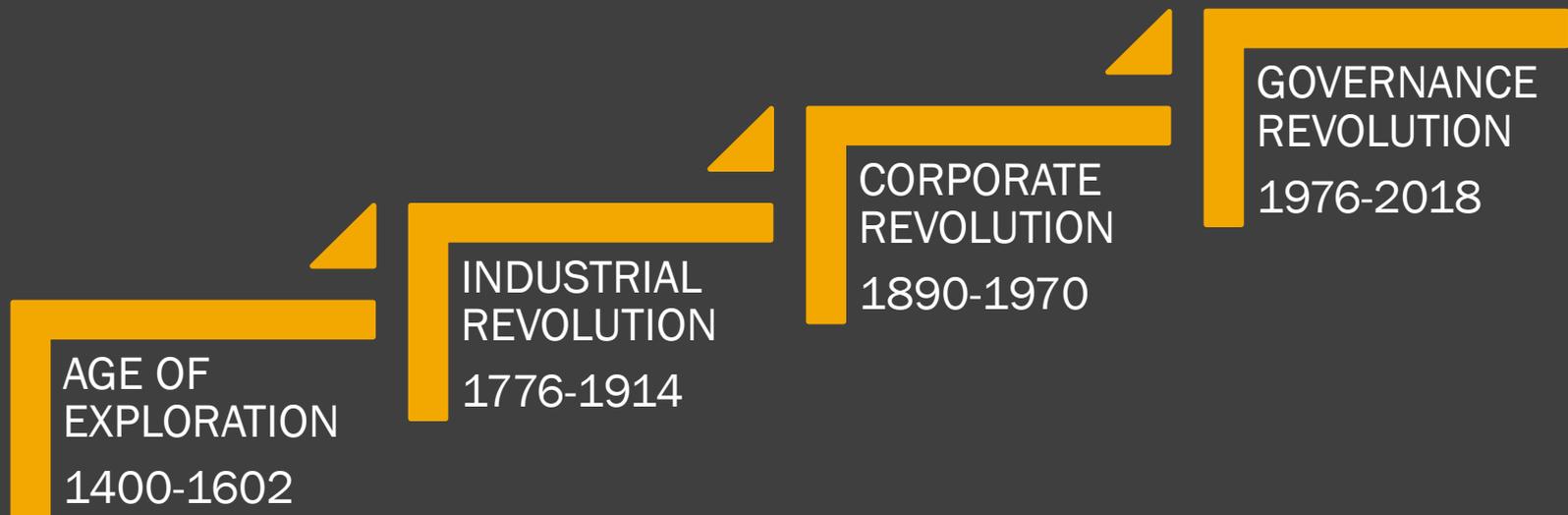
---

Directors should not communicate with investors.

---

Culture is the province of management, not the board.

# Timeline of Key Developments in Corporate Governance





# THE GOVERNANCE REVOLUTION

What Every Board Member Needs to Know, NOW!

**DEBORAH HICKS MIDANEK**

Foreword by Michael K. Lorelli, Operating Partner,  
Private Equity Performance; former PepsiCo President



DE  
|  
G  
PRESS

*Spengler***Fox**<sup>TM</sup>  
Talent, found.

# Q&A