

HUMANS OF GLOBE

Volume 01

March 2024

COVER STORY

Karin Lindqvist

*In this industry, nothing
beats hands-on,
face-to-face training*

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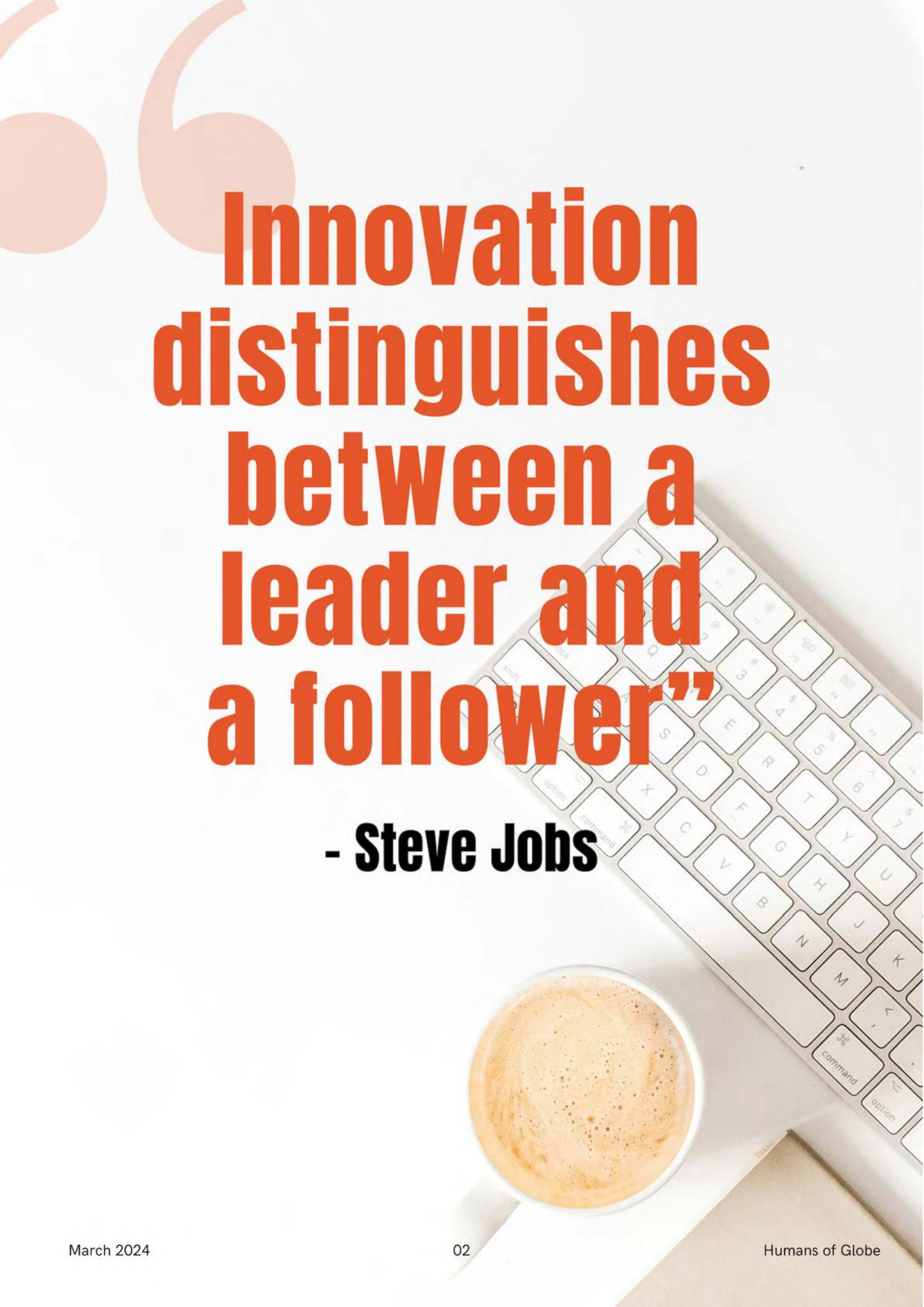
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**Inspiring CEOs to
watch out in 2024**



**Innovation
distinguishes
between a
leader and
a follower”**

- Steve Jobs

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KARIN LINDQVIST
ASENTIO



BRIAN J. ESPOSITO
ESPOSITO INTELLECTUAL
ENTERPRISES



NATASHA MAKHIJANI
OLIVER SANDERSON

FROM THE EDITOR'S DESK

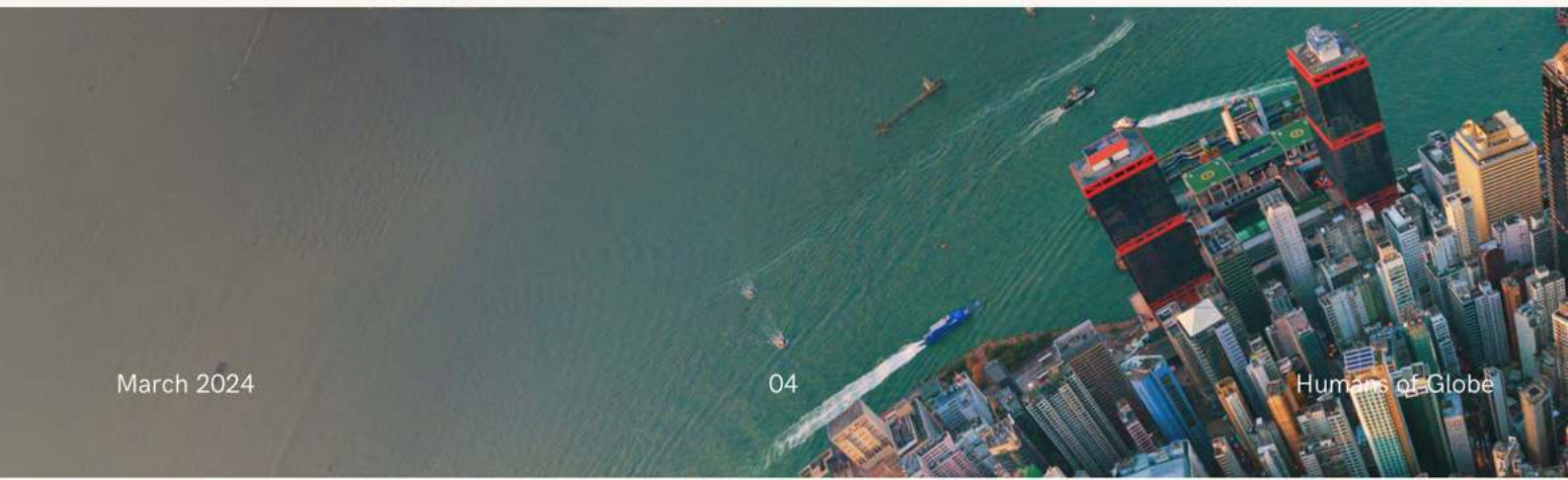
Dear Readers,

Welcome to the latest edition of "Humans of Globe": your exclusive window into the inspiring journeys of people from around the world.

In this edition, we proudly present a theme that reflects the dynamic spirit of innovation and resilience in the corporate world – "Pioneering CEOs to Watch in 2024." Our cover story features Karin Lindqvist, Founder of Asentio, a visionary at the forefront of steering the sustainability in NLP technology. Delve into Lindqvist's insightful perspectives, strategic brilliance, and disruptive leadership that positions her as a founder to watch in the ever-evolving business landscape.

As we explore the edition further, our special features spotlight two other remarkable CEOs making waves in their respective industries.

**Our mission is to celebrate the
diverse tapestry of leadership, and
with this edition, we invite you to be
part of a journey that goes beyond
boardrooms and financial reports.**



Brian J. Esposito, the Founder & CEO of Esposito Intellectual Enterprises, takes us on a journey through his unconventional path, highlighting the strategic genius that propels EIE's global dominance. Natasha Makhijani, a trailblazer in the executive search realm, shares her insights and experiences in shaping the future of leadership at Oliver Sanderson.

In these pages, you'll find narratives of triumphs, challenges, and the unwavering determination that propels these leaders forward. At Humans of Globe, we are dedicated to bringing you stories that resonate with the human experience behind every corporate title. Our mission is to celebrate the diverse tapestry of leadership, and with this edition, we invite you to be part of a journey that goes beyond boardrooms and financial reports – a journey that explores the very soul of leadership.

As we celebrate the Pioneering CEOs of 2024, we hope you find inspiration in their stories and insights. Join us in honouring these trailblazers who redefine leadership, challenge norms, and pave the way for a future where innovation and impact go hand in hand.

Thank you for being part of the Humans of Globe community. We're excited to have you with us on this journey of discovery and celebration.

Warm regards,

A handwritten signature in black ink that reads "R. Samuel". The script is fluid and cursive, with a large, stylized "R" and a long, sweeping underline.

EDITOR-IN-CHIEF



Inspiring CEOs to Watch in 2024

Karin Lindqvist

Pioneering Sustainable Progress in NLP Technology

IN THIS EXCLUSIVE COVER FEATURE OF HUMANS OF GLOBE, WE DELVE INTO THE REMARKABLE JOURNEY OF KARIN LINDQVIST, THE CO-FOUNDER OF ASENTIO.





Hailing from Stockholm, Sweden, Lindqvist has played an instrumental role in shaping Asentio's mission, which revolves around empowering individuals and organizations to make more informed and unbiased decisions through cutting-edge APIs and advanced text analysis tools.

Join us as we explore Asentio's journey, Karin Lindqvist's insights into the blend of academic rigor and entrepreneurial vision, the significance of the international team's diverse expertise, and the achievements that have positioned Asentio as a trailblazer in NLP technology.

Nestled within the realm of Natural Language Processing, Asentio's mission emerges as a guiding light. At its core, the mission is a dedication to empowering both individuals and organizations, fostering a realm where decisions are not just informed but also unbiased. "Asentio's mission is a beacon in the landscape of Natural Language Processing," affirms Karin Lindqvist, Co-Founder of Asentio.

"It revolves around empowering individuals and organizations to make more informed and unbiased decisions through the development of state-of-the-art APIs. These APIs are designed not only to understand textual data but to extract nuanced meanings, providing a comprehensive understanding of the information at hand. It's a commitment to shaping a future where decisions are made with clarity and impartiality."

Founding Values - A Compass for Success

Asentio's history unfolds as a compelling narrative, a tale that intertwines academic excellence and entrepreneurial vision. The inception of this innovative venture traces back to René Steeman, co-founder and AI researcher, who laid the groundwork with groundbreaking machine learning techniques during his

studies at KTH Royal Institute of Technology. The fusion of academic brilliance and commercial foresight took shape when Zach Damasco, another co-founder, recognized the vast potential of René's work, culminating in the establishment of Asentio.

Karin Lindqvist, armed with a discerning business acumen, entered the scene during a joint program with KTH and Stockholm School of Economics. "The profound impact of René's technology became evident during our collaboration, laying the foundation for Asentio," reflects Lindqvist.

Originally envisioned as solution to address bias in news reporting as "Rounded News", the demand from users outside news media made the team shift its focus. The core objective, therefore, became clear: to empower organizations in making well-informed decisions.

This shift from news reporting to API development signifies not

just a technological evolution but a profound commitment to making advanced text analysis accessible to a broader audience. It marks a significant leap in Asentio's transformative journey, solidifying its position as a pioneer in the realm of natural language processing.

Cutting-edge APIs and Text Analysis Tools

Asentio's cutting-edge APIs, as highlighted by Lindqvist, play a pivotal role in democratizing opinion identification, specifically stance detection, within the realm of Natural Language Processing. Lindqvist emphasizes their significance in making this advanced technology more accessible to the public. "Our mission at Asentio is all about empowering better decision-making and fostering unbiased insights," states Lindqvist. The APIs, tailored for user-friendliness, empower individuals and organizations to delve into textual data, extracting nuanced meanings and gaining a

thorough understanding of the information at hand. To illustrate, Lindqvist offers a scenario involving a media company seeking to gauge public sentiment on a particular topic. Asentio's APIs can analyze vast amounts of textual data from diverse sources such as social media, news articles, and blog posts. Beyond traditional sentiment analysis, they identify specific stances and opinions, providing a comprehensive view that allows organizations to adapt their content or strategy based on genuine public sentiment.

Asentio's tools, as elucidated by Lindqvist, directly address the demand for accessible advanced text analysis, contributing to a profound understanding of content through state-of-the-art natural language processing. Lindqvist underscores the traditional challenges in navigating advanced NLP models, typically requiring specialized data science teams, extensive datasets, and significant compute resources.



Progress needs to continue, but it needs to be done sustainably... We hope others attempting to enter this space can follow our lead to ensure a more sustainable tomorrow.

- KARIN LINDQVIST

"At Asentio, we're committed to breaking down these barriers," affirms Lindqvist, emphasizing their goal of providing easy access to state-of-the-art NLP for various text insight tasks.

By concentrating on precise use cases, Asentio achieves industry-leading benchmarks with remarkably smaller datasets. For instance, the company has demonstrated superior classification with as few as 20-30 training examples per category, a notable contrast to the approximately 5,000 examples needed by other ML systems.

Furthermore, Asentio's tools boast a unified multilingual model covering 90+ languages. Lindqvist highlights the significance of this accessibility,

coupled with a focus on precise use cases, in empowering developers to seamlessly integrate robust text analysis into their applications and workflows. This approach, as emphasized by Lindqvist, aligns with Asentio's mission to democratize text analysis, making it available to a broader audience, irrespective of team makeup or data constraints.

Founder's Insight

Karin Lindqvist reflects on how her business background, coupled with an entrepreneurial drive, has been integral to shaping Asentio's journey and overarching vision. The founding team's diverse expertise, with Lindqvist focusing on business operations, Zach Damasco contributing in both business and solutions architecture, and René Steeman driving technology and algorithms, forms a harmonious blend. Lindqvist notes that this diversity is key in effectively addressing challenges and providing a holistic approach to shaping Asentio's trajectory.

"In our founding team, we have a comprehensive coverage of business, technology, and solutions architecture, and this has proven crucial in navigating obstacles and defining Asentio's journey," affirms Lindqvist.

Lindqvist sheds light on specific instances that underscore

Asentio's unique blend of academic rigor and entrepreneurial vision. Engagements in programs like SSE Business Lab Activate and KTH pre-incubator stand out as pivotal experiences, providing not only valuable resources and networks but also essential mentorship.

Lindqvist highlights the influential role of Karl Prytz, former CMO of Klarna, who joined Asentio's advisory board through these connections. The company's collaborations with KTH engineers as part of coursework have brought distinctive insights to Asentio's projects, showcasing the tangible benefits of operating at the intersection of academia and entrepreneurship.

"These instances exemplify how our commitment to academic excellence, coupled with an entrepreneurial spirit, has propelled Asentio forward, contributing to our unique journey and success," concludes Lindqvist.

International Team and Global Perspective

Asentio's international team, boasting diverse expertise in tech, AI research, and cybersecurity, stands as a cornerstone in the development of advanced NLP tools with a profound linguistic reach.



Lindqvist underscores the pivotal role played by this team, covering 6+ languages and diverse backgrounds in cybersecurity and journalism. According to Lindqvist, this diversity ensures the meticulous stress-testing of datasets, a critical factor in the development of robust natural language AI. The team's ability to navigate multilingual nuances from the outset results in versatile NLP tools that excel across various languages and use cases.

Lindqvist emphasizes the team's unique blend of industry experience and multilingual capabilities, shaping NLP tools that address real-world challenges. Moreover, the team's internal expertise in law and data privacy/security ensures the deployment of models in compliance with existing and anticipated AI regulations, addressing concerns related to privacy and security.

Asentio's global perspective, fueled by a team with diverse backgrounds and nationalities,

significantly influences the company's mission to solve real-world problems through advanced NLP. With Lindqvist hailing from Sweden, René from the Netherlands, and Zach from the US, the team's collective experiences span nearly 10 countries, providing a rich tapestry of perspectives and cultural nuances. This global outlook extends beyond Sweden, creating a network that transcends borders.

Lindqvist underscores how this diversity of thought allows the

“Asentio has successfully developed models that exhibit exceptional learning capabilities with minimal data, low energy consumption, and outperformance of state-of-the-art research methods on benchmarking datasets.”

- KARIN LINDQVIST

team to approach problems from multiple angles, leveraging perspectives that a more homogenous group might overlook. "We approach problems from different angles that a more homogenous group might miss out on, so I would say that it absolutely influences how we think in our everyday work and how we approach our mission of Asentio," explains Lindqvist.

Achievements and Future Goals

As Lindqvist looks back on Asentio's journey, she takes pride in the significant achievements and milestones attained. A standout accomplishment, as Lindqvist highlights, is the efficiency of their models. "Asentio has successfully developed models that exhibit exceptional learning capabilities with minimal data, low energy consumption, and outperformance of state-of-the-art research methods on benchmarking datasets," she explains.

Looking ahead, Lindqvist details Asentio's strategic roadmap for advancing the reach of NLP through responsible AI and contributing to leveling the playing field in NLP technology. While the imminent API release represents a substantial step forward, Lindqvist emphasizes that Asentio's commitment extends well beyond

deployment. The company is dedicated to refining models for fairness, transparency, and privacy, setting a standard for responsible AI practices.

In its role as a trailblazer, Asentio places a strong emphasis on explainable AI. Lindqvist underscores the importance of ensuring that users not only benefit from the capabilities of their NLP models but also understand and trust the decisions made by these models. This commitment aligns with Asentio's vision for a future where fairness, transparency, and privacy are foundational to its success.

Beyond ethical considerations, Asentio's approach inherently aligns with sustainability principles in AI. By specializing in narrow models focused on topic and opinion identification, the company significantly reduces its CO2 impact, positioning itself as a sustainable alternative in the evolving landscape of NLP technology.

Lindqvist envisions a future where Asentio's commitment to responsible AI isn't just an ethical imperative but also a competitive advantage.

Message to the World: Advancing NLP Responsibly

In a message to the readers, Karin Lindqvist emphasizes the

importance of sustainable progress in NLP technology. Asentio's commitment to sustainability, coupled with technical excellence, serves as a guiding principle for the company.

"Progress needs to continue, but it needs to be done sustainably," Lindqvist concludes. "We hope others attempting to enter this space can follow our lead to ensure a more sustainable tomorrow. By making sustainability a guiding principle, and not just a checklist item, we were able to make an amazing technology that excels both technically and environmentally."

Asentio's journey, guided by the visionary leadership of co-founder Karin Lindqvist, and team, encapsulates a transformative narrative in the realm of Natural Language Processing. From its academic roots to the forefront of advanced text analysis, Asentio stands as a beacon of innovation, diversity, and responsible AI.

The company's commitment to accessibility, global perspectives, and sustainability truly sets it apart in the ever-evolving NLP landscape. ■

Unveiling the Minds

LEADERSHIP STRATEGIES OF VISIONARY CEOS

In this fast-paced and dynamic realm of global business, certain individuals rise above the rest, demonstrating not just success but a unique approach to leadership that propels companies to new heights. In this special feature, we delve into the world of successful CEOs, exploring the distinctive leadership strategies and decision-making approaches that have set them apart.

Successful CEOs often share a common thread – the ability to envision the future and lead their teams toward it. Warren Buffett, the Oracle of Omaha, is known for his long-term investment approach. Buffett's strategy involves a deep understanding of the companies he invests in, emphasizing the importance of durable competitive advantages.

Steve Jobs, the visionary behind Apple, was renowned for his transformative leadership style. His insistence on innovation, attention to design aesthetics, and commitment to customer experience shaped Apple into a tech giant. Jobs' famous mantra, "Think Different," reflected his belief in challenging the status quo.

Elon Musk, the maverick CEO of Tesla and SpaceX, embodies a daring vision for the future. Musk's relentless pursuit of innovation has not only transformed the electric car



Jobs' insistence on innovation, attention to design aesthetics, and commitment to customer experience shaped Apple into a tech giant.

industry but also redefined space exploration. Musk's philosophy reflects in his quote, "If something is important enough, even if the odds are stacked against you, you should still do it."

Indra Nooyi, the former CEO of PepsiCo, transformed the company with her strategic vision. Nooyi's focus on diversification and sustainability set PepsiCo on a path of global success. She once said, "Just

because you are CEO, don't think you have landed. You must continually increase your learning, the way you think, and the way you approach the organization."

Strategic Decision-Making: The Cornerstone of Success

Jeff Bezos, the founder of Amazon, is a living testament to the power of strategic decision-making. Bezos's approach involves being customer-centric, a philosophy that has driven Amazon's success. His bold decisions, such as introducing Amazon Prime and investing heavily in technology, have positioned the company as a global e-commerce giant.

Sundar Pichai, the CEO of Alphabet Inc. (Google's parent company), is known for his data-driven decision-making. Pichai emphasizes the importance of utilizing data to make informed choices, ensuring Google remains at the forefront of technological innovation.

Learning from the Best: Insights from Contemporary CEOs

Satya Nadella, the CEO of Microsoft, orchestrated a remarkable turnaround for the company that was struggling with innovation and product line ups. Nadella's leadership style is centered around empathy and a growth mindset. By fostering a

The biggest risk is not taking any risk... In a world that is changing really quickly, the only strategy that is guaranteed to fail is not taking risks.

- MARK ZUCKERBERG

culture of continuous learning and embracing change, Nadella propelled Microsoft to new heights, with a market capitalization exceeding \$3 trillion.

Kiran Mazumdar Shaw, the founder of Biocon Limited, is a trailblazer in the biotechnology industry. Her strategic focus on research and development has positioned Biocon as a global player in the pharmaceutical sector. Shaw's emphasis on innovation and perseverance serves as an inspiration for aspiring entrepreneurs.

Embracing Diversity: The Common Denominator

While these CEOs employ diverse strategies, a common thread that binds them is the recognition of the value of diversity. From Bezos's customer-centric approach to Nooyi's emphasis on diversity and sustainability, inclusive leadership plays a pivotal role in shaping organizational success. Companies led by these CEOs have demonstrated that embracing diverse perspectives fosters innovation and resilience.



Indra Nooyi, the former CEO of PepsiCo, transformed the company with her vision. Her focus on diversification and sustainability helped it on a path of global success.

Harnessing Innovation: Insights from Tech Visionaries

Elon Musk's approach to innovation extends beyond Tesla and SpaceX. As the CEO of Neuralink and The Boring Company, Musk demonstrates the importance of pushing boundaries. His commitment to advancing neural technology and revolutionizing transportation infrastructure showcases an unwavering dedication to solving complex problems.

Mark Zuckerberg, the founder of Meta, previously known as Facebook, has redefined social media. His focus on connecting people globally and his vision for the metaverse emphasize the potential of emerging technologies. Zuckerberg once said, "The biggest risk is not taking any risk... In a world that is changing really quickly, the only strategy that is guaranteed to fail is not taking risks."

Global Impact: Lessons from Business Leaders

Ginni Rometty, the former CEO of IBM, navigated the company through the era of digital



Satya Nadella, the CEO of Microsoft, orchestrated a remarkable turnaround for the company that was struggling with innovation and product line ups. Nadella's leadership style is centered around empathy and a growth mindset.

transformation. Her emphasis on artificial intelligence and cloud computing underscores the importance of adapting to technological shifts. Rometty's perspective on innovation is encapsulated in her quote: "Growth and comfort do not coexist."

The Human Element: Leadership with Empathy

Tim Cook, the CEO of Apple Inc., succeeded Steve Jobs and has maintained the company's focus on innovation and user experience. Cook's leadership style, characterized by empathy and ethical business practices, underscores the significance of the human element in corporate

success. He once stated, "You want to be the pebble in the pond that creates the ripple for change."

The Road Ahead: Navigating Challenges with Grace

The success stories of these CEOs offer invaluable lessons for leaders navigating the complexities of the modern business landscape. Whether it's Buffett's patient investment approach, Jobs's emphasis on innovation, or Musk's daring vision, each CEO contributes a unique perspective to the tapestry of leadership.

As we continue to learn from these iconic figures, the business world evolves, and the challenges become more complex. The ability to adapt, innovate, and lead with purpose will remain at the core of successful CEOs, inspiring the next generation of leaders to forge their own paths toward success. ■

"Just because you are CEO, don't think you have landed. You must continually increase your learning."

- INDRA NOOYI



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**"Success is not
just about making
the right moves,
but also about
making the
right moves
at the right time."**

– Elon Musk



Brian J. Esposito

Architect of
Innovation and
Disruptive
Leadership at
Esposito
Intellectual
Enterprises





In the dynamic realm of global business, a select few CEOs stand out as true pioneers, reshaping industries, and driving innovation. In this special feature, we turn our attention to Brian J. Esposito, the Founder & CEO of Esposito Intellectual Enterprises (EIE), a force to be reckoned with in the world of entrepreneurship. In this feature, we delve into the strategic brilliance and disruptive leadership that defines Esposito's ascent to the summit of success.

The Unconventional Journey

Brian J. Esposito's entrepreneurial journey commenced during his teenage

years, fueled by an unending passion for building and creating value. Fast forward over two decades, and Esposito Intellectual Enterprises stands tall as a testament to his unwavering commitment and strategic acumen. In a recent LinkedIn article, Brian reflects on the invaluable lessons learned, the myriad challenges faced, and the evolution into a seasoned professional navigating the complex landscape of global business. "I believe as someone in charge, one needs to go through as much as one possibly can, and become a well-rounded seasoned leader. The more bruises in business one obtains, the better equipped s/he is. Today, after over two decades, Esposito Intellectual Enterprises

"Everyone can be an overnight success if you were to wake up each new day a little smarter, a little wiser, and little stronger than the day before."

is a holding company consisting of 110+ entities, 200+ joint ventures and operating proudly in over 25 industries from around the world. My journey has also recently led me to take over as CEO of Diamond Lake Minerals, Inc. (\$DLMI) in August 2023, and the work, team, and momentum behind this tremendous company is quite significant," says Esposito on his own entrepreneurial journey.

EIE's Unique Value Proposition

EIE isn't just a conglomerate; it's a fortress meticulously constructed out of necessity. Brian identified a gap in the market for a company that could safeguard growth, networks, assets, and holdings comprehensively. What sets EIE apart is a model built on the pillars of protection, collaboration, and relentless value creation. With over 100 entities and 200 joint ventures spanning 25 industries globally, EIE's scale is matched only by its ethical mindset. The company operates on principles that resonate with Brian's deeply ingrained philosophy – turning down business that doesn't align with core values, operating with empathy, and fostering a culture where every decision is steeped in care and ethical considerations.

The Diamond Lake Minerals Success

EIE's impact isn't just measured in numbers; it's a narrative of revitalization and strategic transformation. Brian shares the success story of Diamond Lake Minerals, Inc., "After I took over the company, we are bridging traditional finance and a digital tomorrow. We have surrounded this great company with iconic advisors across multiple industries, and in just over two months we have received such



strong support from the market that our stock has appreciated from \$0.35 where it sat for many years, to over \$4.75. The company has also seen a 140x increase in its market cap, from US\$1m to about US\$140m." The results are not atypical or normal, says Brian. "These kinds of results happen only after one has been through so much of what life has to offer, and learned from several mistakes and missteps."

Defining Success at EIE

Success, for Brian, transcends financial metrics. It's about conducting business without causing harm and rectifying any unintentional missteps. De-risking investments is a

cornerstone of EIE's approach, ensuring a thorough understanding of market needs, long-term viability, and providing unwavering support to initiatives with a sustainable pipeline of profitable earnings.

Future Vision and Strategic Focus

EIE's vision for the future is anchored in cutting-edge technologies. Esposito is spearheading a strategic focus on Security Tokens, viewing them as the catalyst for global financial evolution. These regulated digital assets, in collaboration with partners like INX, are poised to bridge traditional finance with a digital tomorrow, according to

Esposito. He envisions a world where blockchain and digital wallets empower individuals globally, connecting the unconnected and banking the unbanked. Furthermore, EIE is committed to clean water initiatives, harnessing its resources to address basic human rights and eradicate thirst, hunger, and homelessness.

Innovation-Driven Work Culture

"You work a third of your day, and possibly, a third of your life, and you better love what you do, feel passionate about what you do, and it should not be a stressful situation", says Esposito on his innovation-driven work culture. He adds that EIE's work culture is described as an open, non-toxic ecosystem where creativity thrives. With leaders, team members, partners, clients, and customers spread across the

"I believe as someone in charge, one needs to go through as much as one possibly can, and become a well-rounded seasoned leader."

- BRIAN ESPOSITO

globe, EIE has cultivated an environment that transcends cultural boundaries. Brian underscores the importance of a positive atmosphere where wins are celebrated, challenges are met head-on, and the team works together to navigate the intricacies of global business. In a world where time is the most precious commodity, EIE cherishes it wisely.

Inspiration from Within

Brian draws daily inspiration from the founders and entrepreneurs within EIE's extensive network. Witnessing the passion, drive, and determination of start-up founders, especially when supported by EIE's resources, is a source of continual inspiration. Brian notes that vulnerability and seeking help are not signs of weakness but, in fact, strengths that build both successful businesses and enduring bonds.

Favorite Innovation Quote or Mantra

Brian's favorite mantra, "Everyone can be an overnight success if you wake up each new day a little smarter, a little wiser, and a little stronger than the day before," serves as a guiding principle for EIE. The company's daily operations are infused with this philosophy, emphasizing continuous learning and sustainable progress.

Empowering Aspiring Innovators

In a resounding message to aspiring innovators, Brian imparts valuable advice - do what you love, and the money will follow. He stresses the importance of genuine motivation, encouraging individuals not to be solely driven by financial gains but to find inspiration in the innate desire to build, create, or invent. Surrounding oneself with supportive individuals and persevering through challenges are the keys to success in the innovation landscape.

Brian J. Esposito's journey, as unveiled in this feature, is a testament to the transformative power of strategic innovation and ethical leadership. As we spotlight pioneering CEOs to watch in 2024, Esposito's disruptive approach and commitment to global betterment make him a standout figure.

Esposito Intellectual Enterprises isn't just shaping industries; it's architecting a future where innovation, ethics, and success converge on a global scale. The legacy being forged by Brian J. Esposito is not only one of business triumphs but of a visionary leader leaving an indelible mark on the world. ■

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THE BEST WAY TO
PREDICT
THE
FUTURE
IS TO CREATE IT.

- Peter Drucker

SHAPING THE FUTURE

NATASHA
MAKHIJANI

and her
trailblazing
leadership
at Oliver
Sanderson



In the dynamic world of executive search, Natasha Makhijani emerges as a trailblazing leader, skillfully navigating Oliver Sanderson through uncharted territories with a commitment to excellence. As we embark on the exploration of Makhijani's journey and delve into the essence of Oliver Sanderson, a tale unfolds—one woven with innovation, resilience, and a unique vision that is redefining the very fabric of the executive search landscape.

Natasha Makhijani, the driving force behind Oliver Sanderson, introduces the executive search firm as a harmonious blend of experience, innovation, and unwavering values. With a unique approach anchored in honesty, integrity, and passion, Oliver Sanderson doesn't just

seek top-tier professionals; it aspires to elevate organizations by identifying and nurturing the very best leaders.

Oliver Sanderson's success echoes through Makhijani's recounting of their specialization in board and senior leadership positions across FTSE 100, FTSE 350, Fortune 500, and PE-backed businesses. The firm's impressive track record in end-to-end recruitment and consultancy solutions is a testament to their prowess in placing leaders in some of the world's most prominent companies.

Makhijani emphasizes Oliver Sanderson's distinctive approach to client engagement – a consultative dance that tailors solutions to the unique needs of each partner. "Unlike other

“Diversity & inclusion is no longer just a box ticking exercise, but a pivotal part of developing a strong and successful business and today it is more important than ever.”

- NATASHA MAKHIJANI



March 2024



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recruiters, our team of highly experienced consultants takes the time to understand the unique requirements of our clients, offering a genuinely consultative service that ensures we listen to the client's needs and tailor the search process accordingly. This ensures that the search process is personalized to find the best possible fit for both the company and the role," says Makhijani.

The success stories woven into Oliver Sanderson's fabric span a multitude of sectors, showcasing the adaptability of their services. Whether navigating the dynamic landscape of a tech giant, a financial institution, or a healthcare innovator, the firm's flexibility and expertise shine through, underscoring their ability to attract top talent

across diverse industries.

Makhijani articulates Oliver Sanderson's commitment to championing diversity, seamlessly integrating it into their search processes, shortlisting programs, and consultancy work. According to her, "Diversity & Inclusion is no longer just a box ticking exercise, but a pivotal part of developing a strong and successful business and today it is more important than ever." The firm's innovative practices, informed by research, are at the forefront of addressing diversity and inclusion challenges in the executive search landscape.

Oliver Sanderson's role extends beyond the present, actively participating in placing the next generation of leaders in both permanent and interim roles.

Makhijani underscores their dedication to identifying and nurturing emerging talent across a spectrum of sectors, echoing their commitment to sculpting the future of business leadership.

Makhijani reflects on the audacious journey of Oliver Sanderson, from its birth in 2011 to its current status as an international leader in executive search. "Having already set up executive desks at both Hays and Michael Page, I switched my focus to establishing a business of my own, and in 2011, Oliver Sanderson was born. I left a comfortable job as a recruiter to go it alone and set up my own company. It was a leap of faith, but it was always a dream of mine to build something important and lead a team,"

Team at Oliver Sanderson



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exclaims Makhijani, adding that leaving a secure position to establish her own venture was a leap of faith that has paid dividends, with Oliver Sanderson now standing as a symbol of significant growth, adorned with prestigious clients and industry accolades.

In the symphony of achievements, Makhijani highlights key milestones, including prestigious client relationships with major businesses such as British Airways, Aviva, and Engie. Oliver Sanderson's accolades, including the honor of being featured in the 2022 Platinum Jubilee Pageant Commemorative Album, underscore their transformative contribution to the business sphere. "It is one of my proudest achievements. Being a British Asian, my life has been shaped by our Royal Family. In particular, I have always been inspired by the late Queen Elizabeth II – her values, her global presence, her exceptional work ethic, and the way that she always upheld service, even in the most challenging circumstances."

Natasha shares insights into the alchemy of building an exceptional team at Oliver Sanderson, emphasizing the challenges faced in the initial years. The inclusive culture at the firm, prioritizing open communication and a balance between challenge and support,

emerges as the foundation of their success. "The first two years are especially difficult when starting a new business – you need to get your systems and processes in place, build a good team, refine your market proposition, and begin to establish a reputation," explains Makhijani. "I overcame these challenges by hiring great colleagues, focusing on brand building, and working around the clock on their first assignments to make the best possible impression on their early clients."

The narrative takes a technological turn as Natasha unveils Oliver Sanderson's suite of digital apps and diversity initiatives. As the co-founder of Snapp CV, Natasha's passion for

innovation shines through, with the platform earning accolades like the Recruitment Technology Innovation of the Year in 2022. "It is the world's first voice-technology enabled mobile jobs platform."

In this immersive journey through Natasha Makhijani's narrative, Oliver Sanderson emerges not just as an executive search firm but as a transformative force shaping the future of leadership. The tale is one of innovation, inclusivity, and a commitment to excellence, ensuring that Natasha and Oliver Sanderson stand as pioneers in the dynamic world of corporate leadership.



Makhijani is the co-founder for Snapp CV, world's first voice-technology enabled mobile jobs platform, which also earned the Technology Innovation of the Year in 2022



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HUMANS OF GLOBE

ABOUT THE MAGAZINE

At Humans of Globe (HOG), we recognize the passion and excellence of pioneering leaders making a difference worldwide.

Our vision? A global community united by uplifting stories that spark positive change.

Through our digital platform and print magazine, we spotlight change makers impacting business, technology, sustainability, and beyond.

By showcasing diverse voices, we inform and inspire action towards progress.

The world needs more stories of possibility, happiness, and success - and we cover them with our magazine!

Who Are We?

A team united by purpose, we are building a publication to showcase incredible, hidden chronicles. With experience in leadership, writing, research, photography, and design, we are driven to uplift humanity by celebrating achievement. While our backgrounds are diverse, we share a belief in storytelling to inspire!

Our editors, writers, and designers proudly produce stories that resonate across cultures. We take great honor in showcasing the journeys, struggles, defining moments, and successes of innovators and changemakers of today!



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A vertical perspective of a city street, likely in New York City, showing tall brick and stone buildings on both sides. The street is filled with pedestrians crossing at a crosswalk in the foreground. A white car is visible on the left side of the street. The sky is overcast and grey. The overall tone is urban and busy.

**HUMANS
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