

- PRESS RELEASE -

**Further expansion for the Panorama community as it welcomes
Phelps in Canada**

February 24th 2020 - Panorama, the global community of leadership advisors, announces its expansion in Canada as they welcome Phelps as a new member. Based in Toronto, Phelps is a natural complement to Panorama's existing Canadian members including Kenniff Leadership in Montreal, Pekarsky & Co. in Calgary and PFM Executive Search in Vancouver. Together, this alliance enhances the group's outreach across the US and South America, EMEA and APAC. With Phelps joining the group, Panorama affirms its position as a committed and central player in executive search and leadership advisory in Canada.

With deep human capital experience that goes back over 30 years, the Phelps team has an outstanding reputation in Executive Search and Leadership Advisory services in Canada. From their Toronto base, they have developed a powerful track record in helping their clients accelerate performance by unlocking leadership potential and igniting talent to intersect with strategic imperatives. Independently owned, Phelps works across multiple sectors supporting CEOs, C-Suites, Vice Presidents and Boards throughout the commercial, public and civil society space in Canada.

Heather Phelps, Managing Partner of Phelps, underscored the vital role Panorama will play in enhancing Phelps' commitment to ESG - environmental, social and governance excellence:

"As Phelps looks to the imminent needs of workplaces and the evolving needs of diverse leadership, we see the recruitment, development and retention of human capital as the key competitive advantage. By joining the Panorama family, we are energized by the opportunity to learn, listen and share resources."

Aidan Kennedy, Chair of Panorama, welcomed the expansion, commenting:

"We are delighted to welcome Phelps to the Panorama community. Phelps' values and collaborative culture fit exceptionally well with our ethos of partnering and commitment to teamwork; their arrival is a clear endorsement of Panorama's commitment and ambition in the Canadian and North American markets."

"As we face 2020 head on, we see an evolving leadership landscape demanding fresh global perspective, advisory services and bespoke expertise. The Panorama community is meeting this challenge through diverse thought leadership, the unique strengths of its allied partners and proactive capabilities. These forces will drive our strategic client support for the future, and we are very pleased that Phelps will be part of it."

With over 40 offices and over 180 consultants, Panorama brings together partners with vast experience in private, public and not-for-profit organizations. Throughout the Americas, EMEA and APAC, offering the agility of global insight embedded in local knowledge and expertise.

Panorama is ranked in the 25 Top Global Executive search and Leadership advisory organizations by Hunt Scanlon Media. It is also a full member of Association of Executive Search Consultants (AESC).

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About Panorama

Operating across the world's major time zones, Panorama is a global community of 23 independent firms – all leadership experts in their respective markets. The firms represent a diverse range of local markets and expertise, with a shared commitment to leadership excellence and world-class executive search to deliver consistently high-quality results.

www.panoramasearch.com

About Phelps

Founded in 1986, Phelps is a holistic human capital partner to thousands of organizations across the private, public and not-for-profit sectors. Our dedicated team of professionals thrive on harnessing their experience, creativity, networks and knowledge to realize organizational strategic goals. When it comes to unlocking people power, blazing a trail to retain and grow talent or anticipate challenges before they arise, Phelps is the trusted advisor to achieve strong, relational leadership.

www.phelpsgroup.ca/