

# LUCAS GC LIMITED



Lucas GC Limited is an international leading human resources consulting firm.

We offer a range of services ranging from executive search to board advisory services as well as executive leadership and talent coaching.

## Testimonies

“Lucas GC took its time to fully understand our challenges given the fact that we are a newly established private equity fund. They're able to appreciate our unique positioning and worked closely with us to develop a compensation scheme that attracted some of the best talents in the industry. I'm impressed by their “out of the box” thinking.”

- Founder and partner of a private equity fund focusing on investments in China

## Introduction

We truly believe that human resources are the most important source of sustained competitive advantage of a company. This is especially true in fast-growing emerging markets like China where attracting, retaining, coaching and training the right talents is vital to the success of the business. With an extensive network and knowledge of the talent pool in China, we know how to find not only the most technically qualified candidate but also a person that will culturally fit our client's company. We are nimble and well adapted to the unique business environment of China, and at the same time we deliver the quality of work and integrity you would expect from a top international consulting firm. This is because we have a well mix of consultants who have multinational background in education and work experience overseas and in China.

## Our services

### Executive Search

Our rigorous search process is truly unique in the industry. Unlike most other so-called executive search firms in China, we truly are a “search-based” firm that relies solely on the search methodology; we start an assignment by first understanding the strategic and competitive positioning of our client in its industry, then we gain a thorough understanding of the strategic goals of each client, the specific leadership roles and competencies needed to meet those goals, and the culture of the organization.

- We assist our clients in the long term, both in the research of leaders and members of the Executive Committee (CxO, General Manager, VP, Managing Director and Executive Director), as well as experts or high-potential managers
- Our consultants are among the best and most informed in the industry they represent because not only they have personal experiences in these fields, they are also trained by experienced leaders from various industries who keep them up-to-date on the latest trends and developments
- We search the best qualified and culturally fit candidate for the client from all possible sources from all industries, instead of relying on “searching” resumes from a database

## Contact Us

### China

B1-025, Building #3,

XinDong Road #8, Chaoyang District, Beijing, 100027

Phone: 4006-998-232

Mail: [info@lucasgc.com](mailto:info@lucasgc.com)

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

LUCAS GC LIMITED

Los Angeles | Beijing | Shanghai | Hong Kong | Taipei | Seoul | Madrid | Chicago

## Testimonies

“We are a startup in the LED industry. Lucas GC understands the unique challenge that we are facing and helped us find a well-qualified seasoned General Manager who also has strong entrepreneurial spirit and knows how to work with a young and aggressive founder. We are very grateful to hire this person who has increased our revenue by over 200% within 12 months on the board and at the same time put together a strong team. I'm very happy with Lucas GC's services”

- Founder and CEO of a venture-capital funded Chinese startup

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## Board Advisory Services

At Lucas GC Limited, we have been recruiting senior executives for clients from various industries for years and thus maintaining a strong relationship with them. In addition, our managing directors have extensive P&L operations experience working for Fortune 500 companies in the U.S. and Asia, as well as private equity investment experience in many leading startups in the region. Drawing on our relationships with the senior executives and the experience of our managing directors who have served on various boards, we help our clients' boards in the following ways:

- **Identify** requirements and qualities needed in their board members and recruit suitable members by drawing upon a network that reaches far beyond the “usual suspects”
- Act as a consultant to the board to recommend solutions on the strategic direction and operation issues
- **Work with boards across all industries** to ensure that their senior executive succession plans are complete, conform to best practices and tailored to the strategic needs of the company
- Advise on the director/executive **compensation scheme** to ensure that the director and executive pay programs and incentives are aligned with the shareholder value, company strategy and sound governance practices. We also provide **market statistics** to ensure that the compensation scheme remains competitive compared with the benchmark

## Executive Leadership and Talent Coaching

Our coaches and trainers comprise of senior executives who have multi-decade of work experience at Fortune 500 companies and extensive experience as coaches to executives.

Our program improves our client executives performance by increasing their effective leadership skills and be ready to meet the difficult challenges of today's economy and business world through training in areas like effective communications, team building, strategic planning, and decision making

After the company has hired a new Executive Talent, our coaches can help this person to start in the best a fastest way. **Why and How?**

- We know the company and its management style, we have learned during the search work
- We have experienced manager in the coacher team
- We are working for the company, but we are not employees, so people in the company is more open to speak with us about the company, the people and the company environment, so it is more easy to find the best solutions



## Testimonies

“There are lots of recruitment firms in China called themselves executive search but at the end of the day, they are no more than CV pushers. Lucas GC is a true search firm which really searched the best qualified candidates for us from different industries, of which some of them we even didn't think. I would strongly recommend their services.”

- BU president of a HK-listed Chinese conglomerate

## Leadership

### Mr. Howard Lee, CFA

#### Group Managing Director

Mr. Lee has over 20 years of experience in running operations and doing mergers and acquisitions and investments with aggregate deal values worth over US\$ 30 Billion. He has a proven track record in running P&Ls, and as CEO of a joint-venture of Alcatel-Lucent (a Fortune 500 company) in China, he restructured and turnaround the business with annual growth over 150% and achieved its first ever profitable year with direct annual revenue of US\$ 200M and influencing revenue of US\$ 3 Billion. The case was published by the CEO/CIO Magazine in China. Mr. Lee played a leading M&A role at Xylan (NASDAQ listed) in 1999 resulting in acquisition by Alcatel for US\$ 2 Billion in cash, when Mr. Lee was responsible for finance.

In addition to 10 years of work experience in China, Mr. Lee has over 12 years of work experience in the U.S., and was expatriated to China by Alcatel-Lucent's U.S. headquarters in 2003 to lead its Asia Pacific and Greater China business.

Prior to Lucas GC Limited, Mr. Lee founded a private equity fund in China, worked as General Manager at SUN Equity Partners (owned by SUN Microsystems/Oracle) responsible for all its investment in Asia Pacific, and as president of Thomson-Technicolor responsible for its APAC P&L, as CEO of Alcatel-Lucent's China JV and ran Alcatel-Lucent Enterprise BU P&L in APAC. Mr. Lee also worked as senior executive at Alcatel-Lucent U.S. headquarters responsible for finance, investment and strategy.

Mr. Lee is a Chartered Financial Analyst (CFA) since 2000, with scores in the top 10% percentile worldwide for each of three levels. Mr. Lee is honored to be selected by the CFA Institute to be the only representative from China to participate in setting worldwide CFA Exam standard and to write exam papers since 2011. Mr. Lee holds a Bachelor's and Master's degree in Engineering from the University of California, Los Angeles and a Master's degree in Management from Stanford University.

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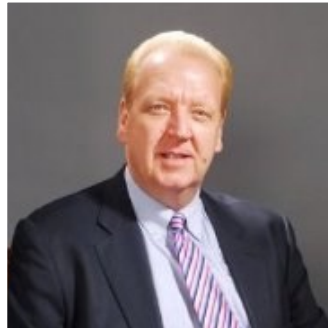


## Testimonies

“Lucas GC helped us find a well qualified candidate for our COO position, which we had been working with other executive search firms for over six months with no result. Lucas GC’s extensive search capability is truly unique in China”

- China CEO of a U.S.- based real estate fund company

## Leadership



### Mr. Michael Gralapp

#### Executive Director

Mr. Michael Gralapp joined Lucas GC Limited from DHR International where he served as an Executive Director of the firm’s Beijing office, focusing on senior-level retained search assignments. Prior to working at DHR, Mr. Gralapp worked as an Executive Director at Stanton Chase International, a top-ten executive search firm in the world. Originally from the United States, Mr. Gralapp has been working in the Asian market for over 20 years, including the past 13 years in China. His previous executive roles have included CEO, President, COO and Managing Director across multiple offices, cultures, and countries including the USA, China, Japan, Korea, Thailand, Singapore, Indonesia and Australia.

Prior to entering the executive search industry, Mr. Gralapp spent several years consulting for CTVB, a subsidiary division of China Central Television (CCTV), helping to establish their customer service call center as well as consulting on the marketing of their in house brands. Mr. Gralapp was also the pioneer the first home shopping network in China called TVSN which today has over 250 operators and is the largest home shopping company in China.

Mr. Gralapp began his career in retail for USA based Nordstrom specialty stores where he spent nearly 10 years. He left Nordstrom as a General Merchandise Manager responsible for 3 stores, 25 buyers and over US\$100 million in annual retail sales.

In both his corporate career and his executive search career, Mr. Gralapp has been instrumental in placing senior executive candidates in Industrial, Retail, IT, Automotive, Entertainment, Healthcare and Government relations.

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## Testimonies

“Lucas GC has earned our respect as a business partner, not vendor. It listened carefully to our needs and requirements, analyzed the situation and provided us with actionable solutions for our hiring needs. It did more than just finding the candidate who merely fit the job description- it recommended the key criteria and skill requirements for the position based on our current business situation and needs. I expect to continue to work with them as a long-term strategic partner”

- Group CEO of a HK-listed Chinese financial group

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## Leadership



### Mr. Juan Beltran

#### Executive Director

Mr. Juan Beltran came to Lucas GC from PCI (part of IIC Partners), an internationally-renowned retained-based executive search firm where he served as an Executive Director of the firm's Beijing office, focusing on senior-level retained search assignments and also as a Executive Coach.

Prior to joining the executive search industry, Mr. Beltran spent several years in consulting for Apiradino, helping European and South-American companies in their business in Asia.

His previous executive roles have included General Manager/CEO, Global Operations at GRUPO REPOL, a Chemical company working in different markets like Europe, Africa and Middle East.

His retail experience as a General Manager at GLEIS, an educational toys franchising chain, with operations in Europe and Asia.

Mr Beltran is also a Executive Coach and spend six years as a marketing professor at the University JAUME I, Castellón, Spain.

Mr. Beltran was a finalist of the Ernst & Young Entrepreneur of the Year Awards 1999.

Finished the coursework of the doctoral program in Marketing at Universidad Jaume I, holds an MBA from Radford University, a University degree in Human Resources and a Bachelor's degree in Economics and Business Administration from the Universidad de Valencia.

PDG (General Management Program) from IESE Barcelona.

Mr. Beltran has been doing business with Chinese companies for more than 10 years, and living in China since 2008.



## Testimonies

“Lucas GC took its time to fully understand our challenges given the fact that we are a newly established private equity fund. They're able to appreciate our unique positioning and worked closely with us to develop a compensation scheme that attracted some of the best talents in the industry. I'm impressed by their “out of the box” thinking.”

- Founder and partner of a private equity fund focusing on investments in China

## Leadership



### Ms. Kitty Vorisek

#### Executive Director

Ms. Kitty Vorisek joined Lucas GC Limited from one of the worldwide top five retained-based executive search firms where she had helped launch the Beijing office. With her experience in Corporate Social Responsibility and Sustainability, she also launched the nonprofit practice for the firm in Asia Pacific.

Ms. Vorisek has consulted on projects for the WHO-Healthy Cities and Road Safety China pilot, World Bank, Working Mother Media and Diversity Best Practices, International Meetings, Stanford ValuEd and Duke University for DukeEngage.

She has a track record in financial services with over 25 years in China, Hungary, Netherlands, Germany and the U.S. working as senior executives for JP Morgan and Citibank.

Recent Press: Featuring Kitty in Forbes, What American Women Can Learn from their Chinese Counterparts and in Women of China, Banking on Children.

Ms. Vorisek received the "Exemplary Contributor to Promoting International Education Award" nominated by the International School of Beijing and awarded by the European Council of International Schools. She serves as advisor to the Dandelion Middle School, Beijing.

Ms. Vorisek received her Bachelor of Science degree from the University of Illinois, Urbana and did her graduate work at Arizona State University, Tempe.

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## Leadership



### Mr. Henry Zhu

#### Executive Director

Mr. Henry Zhu joined Lucas GC Limited from one of the worldwide top five retained-based executive search firms. Prior to that he was a practice leader for the IT sector at Russell Reynolds Associates.

Earlier in his career, Mr. Zhu worked as Director, Corporate Development Greater China with Bearing Point. He also served as a Director in the Communications and High-Tech Operating Group with Accenture. His international experience includes working with CSC Consulting in London, and with Accenture in San Francisco. He began his career with Belling Microelectronics Manufacturing.

Mr. Zhu received his BSEE from Shanghai Jiao Tong University in Telecommunications Engineering and Applied Mathematics, and his MBA from ESSEC Graduate School of Business in France.

Mr. Zhu is fluent in English and Mandarin, and speaks basic French.

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## Contacts

Visit us at: [www.lucasgc.com](http://www.lucasgc.com)

For Information: [info@lucasgc.com](mailto:info@lucasgc.com)



### CHINA

#### Beijing

B1-025, Building #3,

XinDong Road #8, Chaoyang District, Beijing, 100027

Phone: +86 4006-998-232

#### Shanghai

57F, SOHO The Exchange

1486 Nanjing W Rd., JingAn Shanghai, 200040

Phone: +86 4006-998-232

#### Hong Kong

Suite 8101 8/F Manulife Tower

169 Electric Road, Hong Kong

Phone: +852 6118-9182

### Taiwan

5F., No.285, Sec. 4, Zhongxiao E. Road, Da'an Dist., Taipei City 106

Phone: +886 91677- 7848

### Korea

#1702, Song chon Building, 642-9 Yeoksam-dong, Gangnam-gu, Seoul, 135-080

Phone: +82 2-2033-0800

### USA

34 S Greenwood Avenue, Suite 301, Pasadena, CA 91107

Phone: +1 626-497-5308

### Spain

Paseo de la Castellana 5, 28046 Madrid

Phone: +34 684-136-977