



OLSCHWANGER PARTNERS, LLC
*Executive Search Consultants
to the Investment Management Industry*

View From The Observation Deck...

By Paul F. Olschwanger
Managing Director at Olschwanger Partners, LLC

What Lies Beneath the Label?

From an early age, we are assigned labels by our teachers, coaches, parents and friends. Eventually, we are simply known as the quarterback, tuba player, cheerleader, student in the front row, middle child, research analyst, portfolio manager, marketer, vice president, etc. Along the way, the qualities that make us unique and special become irrelevant and we eventually accept the fact that very few people know who we are beyond the label.

In the business world, why do some companies have significant success and others file for bankruptcy? In sports, why do some teams win and others lose? Many times, we are given a label and serve in this capacity for a long period before we realize something is not quite right. The longer the label is stuck to us, the more difficult to peel it off and start down another road that will better align with our interests and passions. When companies and teams have members whose roles and responsibilities are not in line with their capabilities and/or interests, it is very difficult to achieve greatness.

Since many of you reading this do not know who I am beyond my label (“recruiter, consultant, headhunter, body snatcher...”), please allow me to provide more personal details so that you really understand how I ended up in a role that best suits me and my personality.

Family: My wife, Debbie and I have been married for almost 20 years. We have three children, Whitney, 17, Courtney, 14 and Julie, 11. I am surrounded by beautiful girls in my household and yes, I am having a difficult time accepting any prospective boyfriend without reminding them of my gun collection!

Education: I have a bachelor’s degree in business administration with a major in finance from the University of Texas at Austin and completed the first executive education program at Wharton sponsored by AIMSE. In college, studying about REM (Rapid Eye Movement) put me fast asleep so I decided my freshman year not to pursue a career in psychology even though I always enjoyed helping friends with their problems, relationships and problem relationships.

Hometown and childhood: I was born in Houston, the youngest of five children and have spent most of my life living in Dallas. Our family relocated once to Louisville, Kentucky so I have a good perspective on the sensitive issues that spouses and family have to address.

First Job: I worked at a business forms printer selling to companies in the Dallas area. Fortunately, I realized this was not the job for me and I quit after just one week.

Like to read: Sports Illustrated, ESPN, Pension & Investments, Compensation Studies

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Role Models: My father-in-law, Robert Miller, who is the most honest and generous man you will ever find. Jackie Charnley and Christine Rostvold, also very generous people who have set the standard for building a firm with hard work, intelligence and integrity.

Motto: Don't sweat the small stuff.

Aspirations: to build a successful business, provide for my family and give back to others less fortunate; I would also like to write a book one day on career coaching and development.

Leadership style: encourage others to participate, have high expectations of self and others and don't ever celebrate accomplishments for longer than 5 minutes

Job Highlight: establishing my own consulting firm and knowing that I have helped so many people in the investment management industry

Worst business decision: not starting my own consulting firm sooner

Philosophy: Don't wait for something bad to happen to appreciate your health and family

Future goals: I want to eventually partner up with other professionals who are passionate about making a difference and allowing our firm to take on more search assignments throughout the country

Pet peeves: People who frequently complain, are materialistic and are selfish; people who lie on their resumes

Most people don't know that I: serve as the PA Announcer for our high school volleyball and boys basketball games

Top three passions: family, business and community service

Happy New Year to all of our clients, colleagues and friends. I hope to know and appreciate more about you in 2004!

Paul