



PATRICK B. ROPELLA

Chairman & CEO

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“If your organization wants to hire and retain the best talent, you have to improve your game and differentiate your organization from competing opportunities. Because all transformational leaders know the team with the best talent wins.”

Having dedicated his career to helping companies across the globe in Sourcing, Marketing to, Assessing, Recruiting, Onboarding, Retaining, Training and Transforming top talent, Patrick Ropella has a global perspective on Executive Search and Talent Management. By far, his greatest contribution to the world of Executive Search is the proprietary SMART Search System (like Six Sigma for the Executive Search industry), which brings a proven and process-driven approach to assess and hire A-Players and transformational leaders.

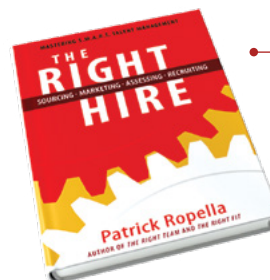
In his 35 years of experience, Patrick has placed thousands of qualified candidates in a wide variety of roles and functions across the globe. He has seen many individuals he’s personally assisted make career transitions, become well trained leaders and then joined the C-suite at many of the world’s largest corporations, as well as many Private Equity firms. Many of these top leaders return to seek Ropella’s expertise to grow their own teams.

His experience as a dominant talent management leader within the global chemical industry has allowed his firm, The Ropella Group, to grow to the leading position it now holds with a wide variety of corporate clients within the chemical and allied industries, as well as transition to serving major consumer product companies, energy companies, Nano, Bio and other high technology companies.

Patrick has traveled extensively, seeing many C-suite executives at the top 100 largest chemical and consumer product companies in the world, branding the “Ropella” name globally. He has successfully placed hundreds of senior level executives with leading companies including but not limited to: DOW, DuPont, Exxon, Georgia Pacific, SONY, Anderson Windows, Nike, GE-Silicone, Clorox, Pfizer, BASF, PPG, Monsanto, Revlon, Baxter Labs, Sealy Mattress, Ciba, Johnson & Johnson, Shell, Sherwin Williams, and many more.

Patrick has written for a wide variety of trade publications, newspapers and business journals on subjects related to the topics covered in his book, *The Right Hire*. His writings have also been published in German, Italian, Portuguese and Chinese.

In his spare time, Patrick enjoys spending time with his wife Robbie, their two teacup yorkies, Bentley and Bianca, blowing glass and painting with 3D textured paint.



Author of *The Right Hire* and over 100 published articles

HIGHLIGHTS

The Right Hire
Over 100 published articles

KEYNOTE + PANEL APPEARANCES

ITT Technical College
University of West Florida
Talent Management Conferences
SOCMA Conference Coordinator

PUBLISHED IN

Entrepreneur
Selling Power
Florida Trend
Pensacola News Journal
Pensacola Business Magazine
850 Magazine
Pharma Chem
Pharma & Bio Ingredients
NutraCos
Nutraceuticals World
Coatings World
SOWF Journal of Applied Science
Today's Chemist
Chemical Week
Chemical Market Reporter
Chemical Engineering
CEP Magazine
Biodiesel Magazine
Happi Magazine
The Fordyce Letter
Employment Digest

MEMBERSHIPS

Commercial Development Association (CDA)
Chemical Marketing Research Association (CMRA)
National Association of Personnel Consultants (NAPC)
Society for Human Resource Management (SHRM)
Association of Talent Acquisition Professionals (ATAP)
Soap & Detergents Association (SDA)
Society of Cosmetic Chemists (SCC)
Synthetic Organic Chemical Mfg's Assoc (SOCMA)
Fuel Ethanol Association (FEW)
Bio International
Santa Rasa Chamber of Commerce
Pensacola-Bay Area Chamber of Commerce
Team Santa Rosa
I-Ten Wired
Enterprise Florida
Florida's Great Northwest

HONORS

The state of Florida - Governor's Business Diversification Award for the Entrepreneurship category presented by Governor Charlie Christ

Growth Company of the Year Award, presented by the High Growth Business Club of Pensacola Florida

The Top 20 Companies for Working Families Award and the Family Champion of the Year Award and the **Employees' Choice Award**, presented by Families Count.

The Sustained Growth Award for an Expanding Business, presented by Team Santa Rosa

The Business of the Month Award presented by Santa Rosa Chamber of Commerce

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“From the initial introduction and engagement meeting through the onboarding of our selected candidate, the Ropella team was professional, organized and on top of every detail. We found the Ropella team focused on providing a truly diverse group of thoroughly screened candidates well-matched to our position requirements. We believe it is Ropella's wealth of experience and meticulous prep work that ensures success. I especially appreciated the personal check-in calls, not overly aggressive—just the right amount of push to keep us equally on task and focused. We've successfully filled key critical positions in multiple regions now and will reach out to Ropella when our next need arises.”

SUE VANHOY

Vice President, Human Resources | Loparex LLC

“Patrick, Thank you for all that you and Ropella do for Dow. The processes and systems you have applied (from The Right Hire) while working with Dow have proved very valuable over many years of service.”

ANDREW LIVERIS

Chairman and CEO | Dow Chemical Company

“The Ropella Group introduced me to a high caliber senior executive from a leading company in the chemical industry, who proved to be the top candidate in our search process. Having hired this individual, I am delighted to confirm we have an excellent professional and true talent in our team. Clearly Ropella knows how to assess and position talent in the chemicals market.”

SIMON MEDLEY

Executive Vice President | Chemtura