

Aviation Executive Monthly

Frank Jay & Associates – Airline, Aviation and Aerospace Executive Search



Games People Play, Part 2, by Frank M. Jay

In Games People Play (Part 1), we told the story of the candidate that received an employment offer and used it to obtain a promotion from his current employer. In Games People Play (Part 2), we discuss what happens when that move backfires.

Some time back, we completed a senior search for a client and all was going well in the process. After seeking out and interviewing potential candidates, we made our formal candidate presentation to the client and three of our candidates were selected to interview in person. After completion of the “in person” interviews, the client felt very confident about one of the candidates and contacted us to formally offer that person the position. We reached out to the candidate and made a verbal offer and that is when...once again...the games started.

The candidate told us that he needed to discuss the offer with his family and we asked him to please respond to us by phone regarding our client’s verbal offer with a “yes”, “no”, or a “counter offer” by 10:00 AM our time the next day. He agreed but then (as we later found out) he immediately reached out to his supervisor and asked to “talk”.

During that discussion, he told his boss that he had not been seeking other employment but that he had been contacted by a retained search firm who presented him as a candidate to one of their clients. He said that he was interviewed and then offered an opportunity that involved a promotion and a sizable increase in salary, bonus, etc. He said that he really liked his current organization but he found it hard to turn down the increased responsibilities and income that were being offered. He said that he didn’t expect any change in his current situation but that he felt an obligation to keep his current supervisor and current employer informed since they had done well by him.

His boss listened, then thanked him for his consideration, and said he would like to “think about things” for a couple of hours and that he would get back to him. He told our candidate that, even though he was not asking for increased responsibilities and compensation in order to stay, that he would like to “see what could be done”. Our candidate was pleased...said he would wait to respond to the future employer until he had heard further from his current boss.

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On The Move

Accelya Group promoted *Paul Graceffa* from VP Commercial-North America to SVP Commercial-Americas.

ACL Airshop gained a new CEO, former Lufthansa Cargo executive, *Bernhard Kindelbacher*.

Adient Aerospace hired *Ken Kummerow* as Chief Operating Officer. He was previously EVP-Programs North America for Safran Cabin.

Ailevon Pacific Aviation Consulting announced that *Rhett Morgan*, the first employee hired by the U.S. consulting organization in 2012, rejoined after two years at Southwest Airlines.

Airbus moved *Richard Atwood* within Airbus Alabama from Director of Quality, VSM | A220 FAL to Director of A320 Logistics Operations. *Dan Mank* was promoted from Field Service Manager to Field Service Director in Fort Worth.

Air Transport International named *Captain Ken Young* as Director, Safety, Security & Regulatory Compliance.

Amazon Prime Air promoted *Francisco Castillo* from Corporate Counsel to Sr. Corporate Counsel.

Amerijet International promoted *Alfonso Izcu* from VP Operational Network Planning to SVP Sales & Network Planning.

Ascent Aviation Services promoted *Laura George* from Director of Materials and Purchasing to Senior Director of Supply Chain.

ATPCO hired *Brendan Clark-Griffin*, previously Senior Manager-Strategy and Advanced Analytics at United Airlines, as Product Owner.

Austin-Bergstrom International Airport promoted *Ghizlane Badawi* from Deputy CEO to CEO.

Boeing announced that CEO *Dave Calhoun* will step down at the end of 2024 and Independent Board Chair *Larry Kellner* will not stand for re-election at the annual meeting. *Stan Deal*, Boeing Commercial Airplanes President and CEO will retire and *Stephanie Pope* will replace him. *Ryan Faucett* was promoted from Director, Environmental Sustainability to VP Environmental Sustainability.

Collins Aerospace promoted *Shaun Humes* from GM-DFW to Executive Director-DFW.

Columbia Helicopters announced the appointment of *David Balevic* as its new President & CEO, succeeding *Michael Tremlett*. Balevic was previously President & CEO of CHC Helicopters.

Delta Air Lines promoted *Charles Russell* from Manager Propulsion Engineering to GM, Repair Engineering for Delta TechOps.

Duncan Aviation announced that *Scott Stoki*, *Brad Wales*, and *Tyler Spurling* have been named Managers of Engine Services for Pratt & Whitney, Honeywell and Line Services, respectively.

Eaton promoted *Mike Nemeti* from Executive Customer Advocate to Director, Commercial Aftermarket.

El Al Israel Airlines hired *Christopher Wallace* as Regional Director Airport Operations. He was previously Senior Manager Customer Service in Teterboro for Jet Aviation.

Embraer promoted *Guilherme Paiva* from Head of Investor Relations and M&A for Embraer to Chief Financial Officer-Embraer Aircraft Holdings.

FDH Aero hired *Bjoern Ollendike*, previously Head of Procurement in DFW for Boeing, as Senior Director, Supply Chain.

Ferrovial Airports, after acquiring a stake in New Terminal One, the consortium appointed to design, build and operate the new Terminal One at JFK Airport, appointed *Eddie Gantenhammer* as MSA Head of Operations in New York. Gantenhammer was previously Senior Manager, Integrated Operations Center for LaGuardia Gateway Partners.

Frontier Airlines promoted *Howard Diamond* from Senior VP, General Counsel and Secretary to EVP, Legal and Corporate Affairs.

G2 Secure Staff promoted *David Vance* from VP Cargo Operations and Safety to Senior VP Operations.

On The Move *(continued)*

Hertz announced that *Gil West*, former COO at Delta Air Lines and GM's Cruise unit, will become CEO and a Board Member. He succeeds *Stephen Scherr*.

Hospitio Consulting, the Dallas-based airline and hospitality consulting firm, welcomed longtime industry expert *Kevin Sams* to the Hospitio team.

Iberia – *Marco Sansavini* is taking over from *Fernando Candela* as president of the company.

Jazeera Airways welcomed *Barathan Pasupathi* as the new CEO.

JetBlue promoted *Clemente Montalvo* from Manager, Strategic Sourcing to Senior Manager, Engine Programs. The company appointed two new independent Directors – General Counsel of Icahn Enterprises, *Jesse Lynn*, and portfolio manager of Icahn Capital, *Steven Miller*.

King Aerospace promoted *Pete Schneider* from VP Program Management and Special Projects to Chief Operating Officer.

KP Aviation named *David Crull* Head of Business Strategy & Transformation. Crull was previously CFO at Aero Capital Solutions.

Lee County Port Authority, overseer of Southwest Florida International Airport in Fort Myers, announced that *Benjamin Siegel*, Executive Director & CEO for the airport, has departed.

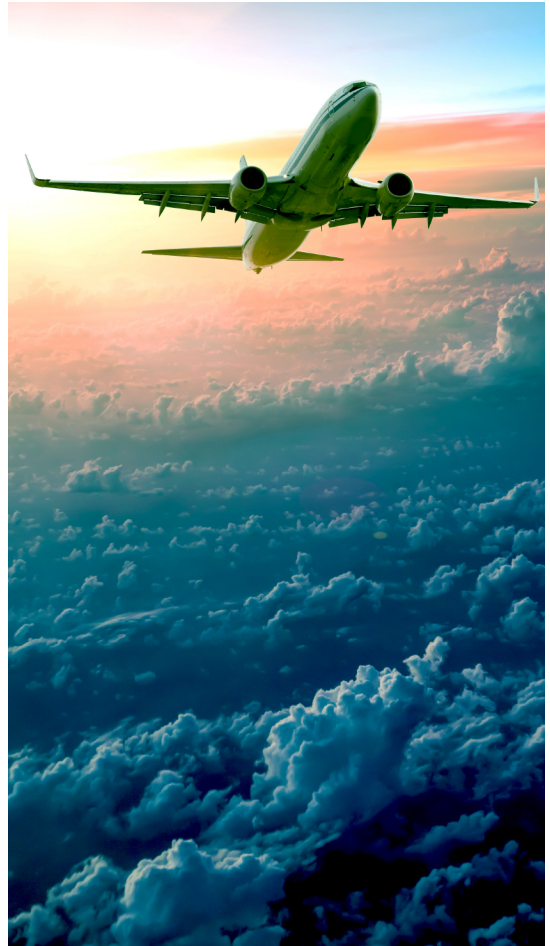
Los Angeles World Airports announced the appointments of *Marla Bleavins* as Chief Airport Administrative Officer, *Rob Lowe* as Chief People and Culture Officer, and *Becca Doten* as Chief of Staff.

Lufthansa Technik promoted *Julia Kraft* from Senior Product Sales Manager to Head of Product Sales AVIATOR and flydocs.

On Air Parking promoted *Joanne Liscano* from Managing Director of Operations to COO.

Oshkosh AeroTech, LLC named long-time Spirit Airlines Airport Services professional, *Pauline (Calleja) Kanouse*, as GM, Airport Services

Premier Aviation Services named *Ron Jennings*, previously Sr. VP Business Development at C&L Aviation Group, as VP of Sales-MRO.



Sabre Corporation announced three new leaders. *Nathan Brooks* has been appointed VP of Global Supply for Lodging, Ground & Sea (LGS). He joins from CWT, where he was VP, Supplier Management, Hotel/Meetings and Events. Joining Brooks as the Head of Supply for the Americas is *Steve Peterman*. Peterman was previously Director, Content Relations at Spotnana. *Bradford Jones*, previously Head of Global Business Development, Enterprise at Travelport, joined LGS as Head of Global Agency Demand. *Craig Barnby* was recently appointed as VP of Product for LGS. Barnby joins from IBS Software, where he was Senior Director of Product Management.

Silver Airways named *Eric Nordling* Senior Vice President & Chief Commercial Officer. He was previously Senior Director at Amtrak, Senior VP Product Management and Data Science at Accelya Group, and Chief Operating Officer for Revenue Management Systems.

On The Move *(continued)*

Southern Airways Express named *Tommy Andino* EVP Technical Operations. Andino was previously with Aero as the Aviation Maintenance Management Leader.

Southwest Airlines promoted *Tad Vrana* from Manager to Senior Manager-Power Plant Engineering.

Spirit AeroSystems moved *Adam Pogue* from VP Defense and Space Operations to VP Manufacturing Services. *Gregg Brown* joined as Senior VP Global Quality. Brown was previously VP Technical Operations at JetBlue.

Spirit Airlines announced that *Ram Ayer*, Senior Director-Airport Contract Services, is leaving the company and returning to Chicago.

TIACA - The International Air Cargo Association, appointed six new board members – *Jannie Davel* of MSC Air Cargo, *Martin Drew* of Atlas Air, *Diogo Elias* of Avianca Cargo, *Dirk Goovaerts* of Swissport Ltd, *Boon Kiam Kuah* of SATS Ltd, and *Nichole Schultz* of UPS.

Unifi promoted *Andrea Ingerson* from Senior Director of Operations – Training & Development to VP Learning & Development. *Eric Mitchell* was promoted from Sr. Director to VP Financial Planning & Analysis.

United Airlines named *Michelle Freyre* to the Board of Directors. Freyre is President, Global Brands, Clinique and Origins at The Estee Lauder Companies. *Meg Parangalan* moved from Director of Human Resources-Asia Pacific to Director-Safety, QA and Regulatory Compliance.

UPS promoted *Alyse Adkins* from ONT Assistant Chief Pilot to Flight Training Program Development and Flight Standards Quality Assurance Manager.

Virgin Australia CEO *Jayne Hrdlicka* has stepped down.

Women in Aviation International named Vistair Systems Chief Pilot in Residence and former COO-North America, *Bart Roberts*, as a new Board Member.

Games People Play, Part 2, *(continued from page 1)*

Within a few hours, his boss apparently called him back in the office and told him that the company would indeed like to keep him on their team and that they were prepared to promote him to the next management level effective immediately. His boss said that, in accordance with his new responsibilities, he would receive an increase in salary and bonus which would match the offer made by the other company.

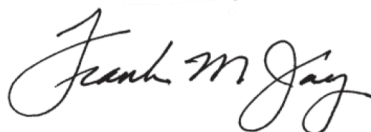
Our candidate was elated. He accepted the promotion and compensation increase and notified us that he would not be leaving his current employment.

Unfortunately for our candidate, that was not the end of the story. Just three months down the road, our candidate's employer was sold to an investment firm. The new owners then determined that the company had to "lay off" a number of key management team members. One of the first to be notified that he would no longer be employed was our candidate. Immediately, our candidate reached out to our client that had previously offered him a management position. However, opportunities were no longer available and he was not hired.

The moral of this story is pretty obvious. There are a lot of ways to manage an opportunity. But the straightest, most direct approach is usually the best. And, while you can work effectively to maximize the potential of a situation, respect for all parties involved while maintaining your own humility will reduce the chances for negative results down the line.

I promise.

Sincerely,



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About Frank Jay & Associates

Established in 1985, Frank Jay & Associates is the world's leading provider of retained executive search in the Airline, Aviation and Aerospace industries.

Since our beginning, Frank Jay & Associates has operated as a trusted adviser and strategic partner working with clients to evolve, upgrade and facilitate senior-level executive search for Airline, Aviation and Aerospace companies, ranging from major global, regional, international, cargo and related airlines, to Private and Corporate Aviation operators, Aerospace Manufacturers, and all of the companies that support these industries, including MRO operators, Ground Handlers, and others.

We work broadly across the Airline, Aviation and Aerospace landscape with specific expertise in recruiting senior leaders for operational

and functional areas that include finance, marketing, planning, flight operations, inflight, maintenance, manufacturing, engineering, and related areas. We also partner with private equity firms and the companies in their portfolios to execute pre-deal and post-deal acquisition talent and leadership initiatives. Due to our unique access to the most impactful and future-minded executives across the Airline, Aviation and Aerospace landscape, we are able to help our clients assemble teams that create impactful legacies.

