

**Steve Okano** is currently a Director/ Senior Associates with Michael James Reid & Company. Steve brings over 20 years of executive search, talent acquisition, and human resources experience to Okano Associates clients. He has directed professional recruitment and executive search efforts as an executive-level practitioner for Strategic Pursuits, Vitus Associates, and GEE, Inc.

Steve has also managed the internal talent acquisition and executive search efforts for financial services leader, Charles Schwab and international retailer, Duty Free Shoppers/Moet Hennessey Louis Vuitton. At the time, both organizations were undergoing warp speed growth and required top-notch talent in a short window of time. Steve was recognized for successfully identifying and recruiting high performance talent to satisfy each organization's hunger for talent.

Steve Okano's executive search and talent acquisition experience is complimented by his experience as a human resources generalist, directing the corporate human resources function for international retail leader, DFS Galleria, including offshore corporate functions located in Florence, Italy; Honolulu, Hawaii; and Geneva, Switzerland. Steve undertook the Corporate HR leadership role during a busy period when the DFS and Louis Vuitton organizations were undergoing an adjustment period during its merger period, resulting in rapid organizational changes, expansion through continued acquisition activities, and the launching of new business enterprises such as Sephora USA and eLuxury.com. A significant portion of Steve's time was spent on key performer retention and delivery of high-performance talent to replace the talent moving into newly merged or launched DFS/Louis Vuitton business enterprises in the U.S.

As Senior Vice President for Priceis.com, Steve simultaneously directed the Business Development and Human Resources efforts for this Los Angeles based ecommerce site. Steve currently partners on special projects with the Jackson Hole Group, a premier human capital practice based in San Francisco, CA

Earlier in his career, Steve managed investor assets for Thomson McKinnon Securities, the largest privately-held investment firm on Wall Street.

Steve earned his MA degree in Human Resources and Organizational Development from the University of San Francisco. Steve also earned his BA degree from San Jose State University in Environmental Studies with a minor in Urban Studies.

Steve is certified with Lominger/Career Architect and Voices 360 Feedback for individual performers and team structures. Steve has also been certified with 5 Dynamics, the work energy dynamics assessment tool for individual performers and team structures