

## **Douglas Bugie, CEO Antal International Networks**

Douglas Bugie, a 56-year-old American, has a quarter century in the executive recruitment industry and has established such business in over 35 countries in both the developed and developing world. At 30, Doug entered this industry as Global Marketing Director for Management Recruiters International (MRI), the world's largest executive recruitment firm. MRI was responsible for selling and opening over 400 MRI franchises in the USA. MRI has over 800 offices globally and \$750m USD annual fees.

Industry survey in leading publications have consistently ranked Doug in the top 1% of the most influential global leaders in recruitment, mentioned alongside such luminaries including Russell Reynolds, MRI, and even Bill Gates as a top flight recruiter of talent. (Google: "Doug Bugie")

Doug resigned from his position at MRI in 1991 to run for the United States Congress in Cleveland, Ohio where he grew up. He lost a close race in this, his first attempt whilst investing his life savings in the effort, believing then and now that great change can be made through elected office. Doug has worked for the Barack Obama campaign in the USA as well.

Arriving in London in 1992, Doug co-founded the recruitment franchise Humana International with James Caan, the well known entrepreneur and one of the 'Dragons' on the well known UK TV show '[Dragons Den](#)', who has recently authored a book "The Real Deal, My Story from Brick Lane to Dragon's Den". Doug met James and started a relationship in 1987. Humana, in only 7 years, grew to over 200 offices in 27 countries and over \$100m USD in annual fee income. Humana was awarded the top international franchise in the UK by the British Franchise Association in 1999.

This was by no means an easy journey and there were and are many lessons for people either seeking employment or leaders trying to grow and thrive in any business in these historically most challenging of conditions. Through a combination of street sense, creative marketing combined with boldly pursuing industry-changing ideas, James and Doug built a thriving global business of significant revenue and profit, one of the world's largest at the time.

James and Doug sold Humana to CDI Corp, a New York Stock Exchange traded staffing company and parent of MRI in 1999. In other words, Doug's original employer, MRI, acquired this business as the largest acquisition in their 45-year history of MRI, becoming known as MRI Worldwide.

Earlier in his career, at a young age, Doug held senior international executive positions at several Fortune 500 corporations and was the youngest Chairperson in the history of one of the first and largest trade conferences held in the American Midwest.

Doug was invited to join the Main Board and CEO at Antal International by its founder Tony Goodwin. Antal is an executive recruiting company with nearly 70 offices spanning 29 countries, particularly strong in Eastern Europe, China and India. He is a significant investor/shareholder. Antal is one of the largest and fastest growing businesses in the developing world and recently completed the sale of its Russian operation, the largest sale of a recruitment business in the past five years in Eastern Europe. Antal has opened 22 offices in the past 12 months, and is the fastest growing recruitment franchise globally in this time.

Doug is a compelling, accomplished speaker in person, on radio and TV and has appeared over 150 times in such media in over 30 countries, including CNN, CNBC, NBC, The Wall Street Journal, The Financial Times in major feature and The International Herald Tribune. Subjects include the world of work, leadership, entrepreneurship that works, doing business effectively in both the developed and developing world, including in extremely challenging business

environments, expanding business during severe downturns and creating significant wealth as well as the political issues which affect the lives of every day people and professionals up to the most senior ranks in business, be they inside Small and Medium Size Enterprises to FTSE250 and Fortune 5500 enterprises.

Over 20 multimillionaires have come through Doug's door where and his teams have to build successful recruitment businesses, some reaching Virgin Fast Track and achieving publicly traded status. He has attracted hundreds of people to take the plunge and go into their own businesses spanning virtually the entire spectrum of business sectors in over 30 countries, including, Latin America, China, India, EMEA and the USA.

Over 50,000 people have been placed in jobs through businesses in the past quarter century where he has held the leadership role.

Doug says "I have had the incredibly good fortune to work with some of the world leaders in recruitment, Alan Schonberg the founder of MRI is a life time friend and mentor, James Caan was my first partner in business, the first time I worked to build my own business. I learned a tremendous amount about attracting and managing people as well as finance through him. My Main Board plc experience included people who have participated in building some of the largest staffing businesses in the world, measured in £billions per annum, and now Tony Goodwin, the founder and chairman of arguably the largest and fastest growing privately held recruitment business globally, Antal International".

This experience has most definitely helped put me into a position to understand in a very intimate way how great companies become that way how leadership works at all levels, in businesses in all regions of the world from manufacturing, biomedicine, technology, consumer goods, law, public sector and finance.

Doug is active in projects relating to inner city education and funding cancer hospices, is a Board Director at the Palm Beach Film Festival in America. He has homes in Cleveland, Ohio, Boca Raton, Florida and the Bahamas.