

“Seth is a true consultant to the position, the process and the people. His insightful and intuitive people skills, combined with his knowledge of the dynamics of growing technology companies and the keen interest that he took in Visual i|o made Seth a rare value-add in a market flooded with resume-pushers.” – Angela Shen-Hsieh, President & CEO, Visual i|o

the client

Visual i|o develops interactive visual analysis solutions that provide comprehensive views into the state of business operations to maximize organizational decision-making. Leading pharmaceutical, software and financial services companies rely on the company’s expertise in solving business issues that require analysis of complex data. Their proven data visualization software solutions and consulting services enable organizations to present complex data in digestible, meaningful formats for executives, management and end users. Founded by Harvard-trained architects, Visual i|o is headquartered in Newton, Massachusetts. Visual i|o is a privately held company, backed by its lead investor, Logispring.

the search

Angela Shen-Hsieh, President & CEO of Visual i|o, selected Seth Harris, Executive Vice President with Cook Associates, Inc., and a senior consultant in the firm’s executive search division, to conduct a Vice President, Sales search. Ms. Shen-Hsieh comments, “Seth asked a lot of questions and had an immediate grasp of our situation and the type of person we were looking for. When we met him, we didn’t hear how many times he had done the same type of search, we got value out of the initial conversation. I thought that was a good sign. I also found Seth to be incredibly knowledgeable about the market and the technology space. He is a true consultant to the position, the process and the people. His insightful and intuitive people skills, combined with his knowledge of the dynamics of growing technology companies and the keen interest that he took in Visual i|o made Seth a rare value-add in a market flooded with resume-pushers.”

When reflecting on the search process itself, Ms. Shen-Hsieh relates, “Seth is great at managing the process—you feel like you are in good hands, he attends to all the right details and provides the right amount of feedback and documentation. He’s an excellent communicator so you get great customer service. His style is steady, process-driven, but with a good dose of intuition.”

the result

Jose Roy was identified and recruited to lead Visual i|o’s sales team. Mr. Roy brings 15 years of technology sales and sales management experience to Visual i|o’s management team. As Vice President, Sales & Operations at Psytechnics, a UK-based software company, he built a new US-based sales organization that achieved over \$10 million in sales within the first two years. Mr. Roy has built and managed sales teams around the world, and brings expertise in successfully implementing sales process, methodology and account planning. In regional and worldwide sales management roles at Concord Communications (acquired by Computer Associates) and Cabletron Systems, he built a track record turning around underperforming regions, generating positive revenue growth and exceeding sales goals.