



Rob Andrews

Founder and Chief Executive Officer, Allen Austin
Chairman, The Pathway at Post Oak

Rob Andrews is Founder & Chief Executive Officer of Allen Austin. Rob's practice is dedicated to helping CEOs and boards drive revenues, cut costs maximize the effectiveness of human and capital resources, and build enterprise value. Board services, Leadership advisory, retained search, organizational design, strategy and tactical execution are his primary areas of expertise. His clients have run the gamut from \$6 million privately held enterprises to \$75+ billion publicly held multinational corporations. Prior to launching Allen Austin, Rob's search experience included assignments as President of a national healthcare search firm, and EVP of two boutique generalist search firms.

Rob is the author of High Performance Human Capital Leadership and a widely respected consultant focused on what can best be described as "reinventing the search and selection process." Well known for being able to separate the wheat from the chaff, identifying critical business drivers and drive top and bottom line results, Rob has been building real world leadership teams since 1975.

A former top performing operator, Rob is a strategy and human capital leadership aficionado and lends his passion for facilitating and building high performance teams to boards and CEOs worldwide. He is always pushing the edge of the envelope to improve processes that produce high performance leadership teams and stellar business results.

As vice president operations & strategy and southern regional head for Kash n'Karry Food Stores, Rob had operational responsibility for fifty-two supermarkets as well as culture change management, service and for leading a major initiative to choreograph the customer's shopping experience; revenues of \$1.8 billion and headcount of 10,600.

Rob spent seven years with National Convenience Stores, rising from the level of area supervisor to division president in three years. During Rob's tenure at NCS, he had total responsibility for as many as 516 stores with revenues of \$2.1 billion and headcount of 6,200, spread from El Paso, Texas to West Palm Beach, Florida. Rob consistently managed the top performing divisions in the company.

Rob's career includes twenty-five years in search and nineteen years in retail, nine of which were spent with Safeway Stores Incorporated. In 1975 Rob became one of the youngest store managers in the history of the company. He quickly developed a reputation for his ability to drive sales and net profit in each of his six assignments as store manager. Rob is also the Chairman of The Pathway at Post Oak.

Rob completed an undergraduate degree at Our Lady of the Lake University in San Antonio, Texas, while managing the southwestern division for NCS in 1991, his graduate work in business at the University of Texas at Austin in 1996, and Leading Professional Service Firms Program at the Harvard Business School in 2007.