



*Cornerstone Executive Search has been exclusively retained by Murphy Tractor & Equipment to conduct their search for a new president.*

Cornerstone Executive Search is a leading retained executive search firm that helps great companies recruit great people. For more than 40 years, our firm has excelled in serving our client companies with executive talent acquisition, leadership development and career transition services in Kansas City and across the Central Midwest region of the United States. Our firm has successfully completed more than 1,600 retained executive search assignments for C-suite, President, Vice President, Director and Management-level positions. To inquire about how Cornerstone Executive Search can serve your executive talent acquisition needs, please [click here](#) to visit our website.



## PRESIDENT

Murphy Tractor & Equipment

### The Organization

Murphy Tractor & Equipment Co. is a leading John Deere construction and forestry equipment dealer serving customers across the Midwest with locations in Iowa, Kansas, Missouri, Nebraska and Ohio.

The company provides equipment sales, rentals, parts, and service solutions to contractors, municipalities, and industrial clients. With a strong reputation for customer service and operational excellence, Murphy Tractor is positioned for continued growth and expansion.

### Fast Facts

- John Deere Construction Equipment Dealer
- 800 Employees, 29 Locations
- 10 Direct Reports
- Wichita, KS

## The Opportunity

Cornerstone Executive Search has been exclusively retained by Murphy Tractor & Equipment to recruit its next **President!** After 33 faithful years of service with Murphy Tractor & Equipment, the current President is retiring in 2026.

This is a rare, career-changing opportunity of a lifetime to lead a high-performing, world-class dealer organization with a single family office, loyal workforce, significant market presence and incredible growth potential. The President will help shape the future during an exciting time and build on the success of its 44-year history!

## The Position

The President of Murphy Tractor & Equipment is responsible for leading one of the largest and most successful John Deere construction equipment dealer organizations in North America. This executive will drive strategic growth, financial performance, operational excellence, and cultural alignment across a multi-state, multi-location business with approximately 800 employees.

Reporting to a committed and patient single family office, the President will balance stakeholder priorities—including ownership & board member engagement, OEM (John Deere) relationships and employee performance —while positioning the company for long-term, sustainable growth.

## The Ideal Candidate

The ideal candidate is a value-driven leader who leads with integrity, empathy, and a genuine commitment to customers and employees. They build trust quickly, engage teams in a meaningful way, and create an environment where individuals can do their best work. They are a thoughtful yet decisive leader—comfortable balancing long-term strategy with day-to-day execution in a fast-moving environment. They know when to listen, when to act, and how to shepherd the organization through effective change management.

This leader builds strong, lasting relationships across teams, customers, and OEM partners, and is confident in navigating the complexity of a leading multi-site, heavy equipment business. Above all, they bring a strong and steady leadership presence, a focus on results, and a commitment to growing the business without losing sight of what makes Murphy Tractor & Equipment exceptional.

## Key Responsibilities

### Strategic Leadership

- Define and execute the company's long-term strategic vision, focusing on sustainable market share and return on investment.
- Evaluate and adapt the business model in response to evolving OEM dynamics, value creation, and industry pressures.
- Identify opportunities to deepen performance within the existing footprint rather than geographic expansion.
- Lead strategic initiatives including technology adoption, process improvement, and potential acquisitions.

### People Leadership & Culture

- Champion Murphy Tractor & Equipment's strong culture of integrity, employee respect, and customer commitment.
- Lead, develop, and retain a high-performing executive team with long tenure and deep expertise.
- Foster employee engagement and retention in a changing workforce environment.
- Maintain a visible leadership presence across branches through regular travel and engagement.
- Delegate effectively and empower leaders, consistent with the company's non-micromanagement philosophy.
- Communicate transparently and effectively during periods of change and transition.
- Serve as a unifying leader who builds trust across all levels of the organization.

### Financial Performance

- Drive profitability, revenue growth, and operational efficiency across all locations.
- Balance market share growth with margin discipline, avoiding "market share at any cost" strategies.
- Monitor and improve key financial metrics including ROI, ROS, and asset utilization.
- Ensure strong fiscal stewardship aligned with ownership expectations.

### Operations & Execution

- Oversee performance across all business units including sales, service, parts, and technology.
- Standardize processes and best practices across branches to improve consistency and scalability.
- Address operational challenges, including ERP/system inefficiencies and service department performance.
- Promote data-driven decision-making and accountability at all levels of the organization.

### OEM & External Relationships

- Manage and strengthen the OEM relationship amid increasing complexity and pressure.
- Navigate OEM expectations related to market share, inventory, and performance metrics.
- Build partnerships with key suppliers, vendors, and industry stakeholders.
- Represent Murphy Tractor & Equipment as a leader within the dealer network and broader industry.

## Qualifications

### Required Experience

- Bachelor's degree in Business, Engineering, or related field (MBA preferred)
- Minimum 15 years of progressive leadership experience, ideally within construction equipment, heavy equipment, capital goods, or related industries
- Proven executive leadership experience in a multi-location, operationally complex business
- Experience managing OEM/franchise relationships or similarly structured partnerships
- Strong financial acumen with a track record of driving profitability and growth

### Preferred Experience

- Experience within OEM dealership environments or heavy equipment distribution models
- Familiarity with ERP systems, operational systems, and process transformation
- Exposure to service-driven business models (parts/service revenue mix)

## Key Success Metrics

- Revenue growth and profitability (ROI, ROS)
- Market share growth and performance in partnership with John Deere
- Operational efficiency across locations
- Employee retention and engagement
- Strength of customer relationships and reputation
- Effectiveness of OEM relationship management

## Additional Expectations

- Willingness to travel approximately 35–40% across the company's geographic footprint
- Ability to balance competing priorities: ownership expectations, OEM demands, and employee needs
- Commitment to maintaining and evolving a strong, values-based culture

## About Wichita, KS

Located in Wichita, this role offers the opportunity to live and work in a market recognized for its strong economic foundation, affordability, and exceptional quality of life. Wichita is a major U.S. hub for aviation and advanced manufacturing—often referred to as the “Air Capital of the World”—and is home to a robust ecosystem of aerospace leaders, precision manufacturing firms, and a growing base of healthcare, energy, and professional services organizations.

Key highlights of Wichita include a highly diversified and resilient regional economy, a deep talent pipeline supported by local universities and technical programs, and a business environment known for its practicality, collaboration, and long-term relationship focus. The city also offers a low cost of living relative to national averages, enabling greater housing affordability, stronger purchasing power, and improved overall financial flexibility for professionals and families.

Beyond its business advantages, Wichita provides a high quality of life characterized by short commute times, minimal congestion, and easy access to daily amenities. The city continues to invest in its revitalized downtown, cultural institutions, dining scene, and outdoor recreation along the Arkansas River and surrounding park systems. Together, these factors create an environment where professionals can achieve meaningful career growth while maintaining a balanced and sustainable lifestyle.

**To apply for this position, please send resume or referrals to:**



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5200 W 94<sup>TH</sup> TERR., SUITE 202, PRAIRIE VILLAGE, KS 66207

PHONE: (913) 225 - 9776

[SUZANNEC@CORNERSTONE-KC.COM](mailto:SUZANNEC@CORNERSTONE-KC.COM)

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