

ESTABLISHED IN 1979



# COMPANY PROFILE

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EXECUTIVE SEARCH &  
MANAGEMENT CONSULTING



## BRINGING LEADERS TO SMART COMPANIES<sup>SM</sup>

### OUR STRENGTHS

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Strong domain expertise in aerospace, defense, manufacturing, service-based, and related industries

75% of our business is repeat and referral with and from marquee clients

Principals manage each project

Expert in-house research team

Experts in understanding candidate motivation – we bring you people who want to work for you in the role defined

Clients get significant return on investment with a high-impact hire

For over 35 years, Boyle Ogata Bregman (BOB Search) has been Bringing Leaders to Smart Companies<sup>SM</sup> with the Art & Science of our unique Performance-Based Search System. Our Science is in precisely identifying critical results needed from the new hire, locating prospects with exactly the right background, and pinpointing their specific capability to produce the outcomes you desire. Our Art is applied through strategic partnering – deeply understanding you, your organization and culture. This ensures not only that the new executive can perform, but is also a great fit in your company for the long term.

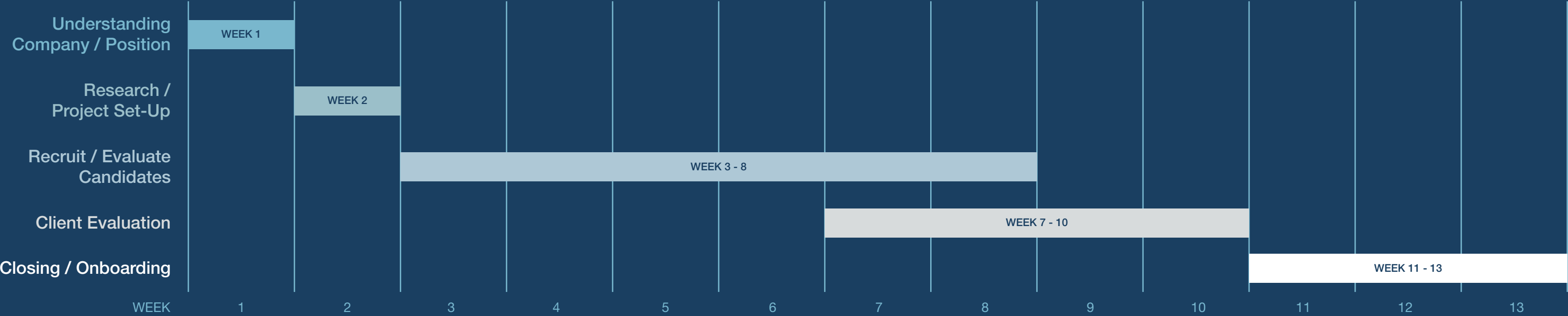
Smart companies know that superior talent acquisition helps to increase revenue, profitability and market share. The “A” players we place improve everything they touch. It is not just about filling an opening – great hiring is about taking your company to the next level. BOB Search is driven to help our clients succeed. We are passionate about helping you achieve your goals. We apply our energy, excitement, experience and technology to our projects, to enhance leadership performance at your company.

Excellent executive search must produce an outstanding hire who will positively impact your bottom line.

# PERFORMANCE BASED SEARCH SYSTEM<sup>SM</sup>

## THE ART & SCIENCE OF TALENT ACQUISITION

Excellence in Executive Search is more than just good networking. A great hire must be able to execute specific, tangible objectives to take your company to the next level, and impact your bottom line. The Performance-Based Search System defines those critical results with you, and attracts the best performers. With targeted custom sourcing and an extremely accurate assessment process, we provide candidates with full confidence they can do the job.



### STEP 1: UNDERSTANDING COMPANY / POSITION (Week 1)

We want to know how the new executive will fit into your plans and environment. We will visit your site, understand your current culture and goals, the issues and challenges you are facing. We will also discuss the recruitment road map for sourcing.

### STEP 2: RESEARCH /PROJECT SET-UP (Week 2)

Our expert in-house sourcing team finds candidates other firms can't – high performing “A Players” and “passive” candidates (not active job-seekers). Every project is custom-sourced to your specific needs. We create a detailed Performance-Based Position Profile focused on the specific results you need from the hire. We also identify the values, beliefs, and character traits the successful candidate must possess to fit in your culture, and succeed in producing the desired outcomes. See sample Position Profiles on our website

### STEP 3: RECRUIT / EVALUATE CANDIDATES (Weeks 3-8)

Our Performance-Based approach gets a high yield of precisely targeted individuals, with the motivation, and the specific ability to achieve your critical results. We also learn the person's values, beliefs, goals, priorities, motivation, work style, etc. to ensure a great fit in your culture.

### STEP 4: CLIENT EVALUATION (Weeks 7-10)

We present a detailed candidate package which includes highlights of capabilities, work history, motivation, compensation analysis, etc., plus the candidate's own written response to the Performance Objectives. We assist in arranging interviews, and provide our clients with an interview guide, tips, and assistance on preparing your team for the interviews – everything to make your evaluation as easy and effective as possible. See sample Candidate Packages on our website

### STEP 5: CLOSING / ONBOARDING (Weeks 11-13)

Once the ideal candidate is selected, we advise and assist by extending the offer and obtaining candidate acceptance. We also facilitate the onboarding transition. After the new hire is on board, we can help to clarify, refine, and achieve alignment on the expectations and communication style with the employer and the new executive, to ensure early and continuing success.

# WHY BOB SEARCH IS YOUR BEST CHOICE FOR EXECUTIVE SEARCH

Excellence in executive search brings you a great hire. Here is why BOB Search achieves excellence every time

## PASSION

We are passionate about getting you a high performance management hire that will positively impact your bottom line.

## COMMITMENT

We are driven to do everything it takes to get your project done on time, with high quality results, within budget.

## EXPERIENCE

A Principal of the firm manages your project. The leadership team of BOB Search. **Meet the team.**

## EXPERTISE

We are experts in Aerospace, Defense, Industrial, Manufacturing, and Technical Services companies. We have over 35 years of knowledge in these domains.

## TRACK RECORD

We have a national reputation for solid performance. 75% of our business is repeat and referral with/from current clients. **Please see our Clients page to learn more.**

## TECHNOLOGY

Our **Performance-Based Search System** is precise and comprehensive in identifying, recruiting, evaluating, and presenting a slate of well-qualified people to give you great choices. Our custom in-house sourcing identifies an excellent slate of prospects.

## FIT

We will develop an understanding of your culture and what it will take to create a great fit with you and your team.

## COMMUNICATION AND FOLLOW THROUGH

We believe in strong dialogue and calibration with our clients. You will be impressed with our reports, our regular contact, and our responsiveness.

## PARTNERSHIP

The right choice in an executive search firm is a firm that acts as your Strategic Partner, advocating your interests and positively representing you in the talent marketplace.

## VALUE ADD

We save you time, we increase the quality of the hire, and by placing a high-impact "A"-player, we ensure you will achieve your company goals on schedule.

## TALENT MANAGEMENT SERVICES

In addition to Executive Search, BOB Search has significant additional expertise, experience, and competency in Management Assessment, Organizational Analysis, Compensation Design, Executive Coaching, Candidate Sourcing, Recruitment Training, and more. **Learn about our Talent Management Suite.**

# WHO WE SERVE

BOB Search works on Board of Directors, C-level, and VP/Director roles in all key functions.

## BOARD POSITIONS

CFO

CEO

CTO

GM

OPERATIONS

SALES & MARKETING

ENGINEERING & TECHNOLOGY

QUALITY

SUPPLY CHAIN

HUMAN RESOURCES

We are experts in executive search in Aerospace, Defense, Manufacturing, Technology, and Service-Based Businesses.

## CLIENTS



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