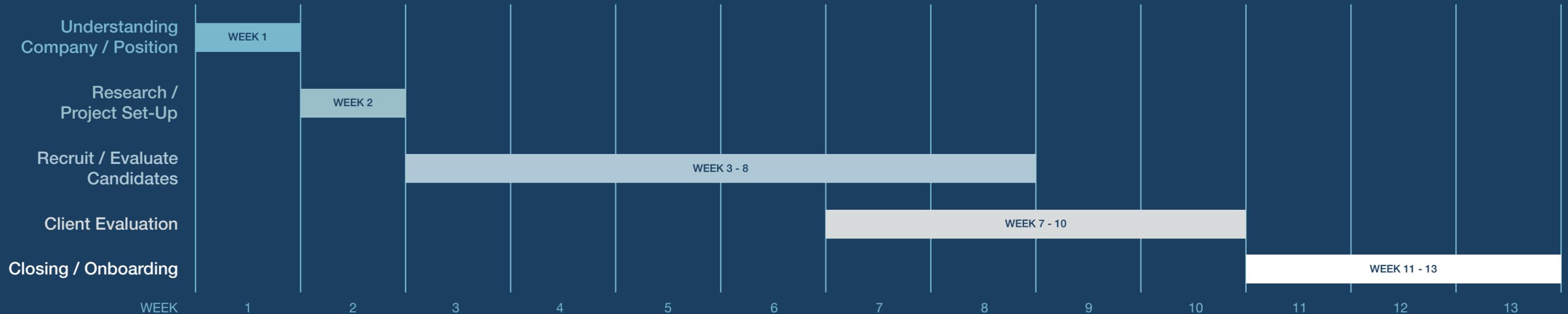


# PERFORMANCE BASED SEARCH SYSTEM<sup>SM</sup>

## 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 Profiles 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.