

**STEP
01****IDENTIFICATION**

In-depth analysis of position specifications, careful gathering of requirements with a “Value” focus, results-oriented experience which effectively “sells” company attributes so the most successful candidate is retained.

**STEP
02****RESEARCH**

Strategic planning for the most effective means for sourcing target candidates. Extensive integration of industry resources, virtual communities, social media, and proven cold calling approaches.

**STEP
03****RECRUITING**

Supported by an extensive database of candidates and companies, potential candidates are actively sought from direct competitors and parallel industries located locally, regionally or nationally.

**STEP
04****ASSESSMENT**

Combining behavioral and targeted interviewing techniques, clients are ensured that the candidates presented possess all necessary, as well as many desired skill sets that will prove their value as an exceptional performer within the company.

**STEP
05****INTERVIEWING**

Complete and honest feedback coupled with tailored advice during the entire interview process thus ensuring a smooth and seamless hiring transition.

**STEP
06****ACCEPTANCE**

Consultation and negotiation of all elements surrounding an employment offer. “Hands-on” involvement to ensure that the candidate identified...gets hired and stays hired.

**STEP
07****POST ACCEPTANCE**

Resignation prep and touch strategy to secure candidate shows up on 1st day. Follow up during 1st year with hiring manager and candidate to ensure things are working out as expected.