Common Theme
All of our consulting services and projects revolve around using and implementing the Success Factor Methodology in your organization to dramatically raise hiring accuracy and improve success management. Every project has both specific deliverables and a coaching element to help improve your personal knowledge and skills in finding, assessing, and managing talent. To paraphrase the biblical quote, “We teach our clients how to fish on their own.”.

Hiring Process Assessment
We’ll use a customized 8-point Success Matrix to assess your organization on eight key elements of a successful hiring process. We’ll benchmark against best practices each of these key areas, such as advertising, high touch direct sourcing, your website as a sourcing tool, and the success of your candidate assessment process. We’ll interview a select group of executives and members of your recruiting staff to develop our assessment. The deliverables include a completed 8-point success matrix accompanied by a report supporting the scoring and a series of recommendations to improve your hiring process.

Success-based Custom Hiring Process

A complete hiring process for a specific group or class of employees, such as a team of design engineers, retail store managers, sales reps, customer service reps, or restaurant associates. The Success-based Custom Hiring Process includes a Success Factor Snapshot, a Compelling Marketing Statement, a custom Interview Guide based on the position’s Success Factors and detailed Magnifying Glass Questions, and a custom 8-Point Success Matrix which serves a scorecard for assessing candidate responses.

E-Sourcing Project

On those rare occasions when an executive search project is not justified, a low cost project which provides many of the traditional search services using the Success Factor Methodology might be just the ticket. In this project, we develop both the Success Factor Snapshot and the Compelling Marketing Statement. We post the Compelling Marketing Statement in a variety of online job boards and networking venues. The project also includes assessing the candidates responding using our structured Success-based phone interview and 8-Point Success Matrix. In addition, we train the management team in a webinar format to effectively interview and assess candidates brought in for face-to-face interviews.

Unbundled Search Services

Our clients frequently ask if we’ll use our Success Factor Methodology in very specific projects, such as helping to develop a Success Factor, crafting a creative Compelling Marketing Statement for advertising, interviewing internal or external candidates for a critical role, and conducting deep reference checks. We provide these services both on a project basis and at our hourly consulting rate.

Competitive Candidate Benchmarking

Sometimes, generic aggregated “average” data on salaries, benefits, backgrounds, and trends simply isn’t enough. When you need to understand detailed information about top talent

at competitors, we'll conduct a research project to provide the information you need to know to benchmark your team against the competitor's team, identify backgrounds and compensation for a key role, and create a strategic sourcing plan to acquire the top talent necessary to move your business forward. The project includes the following activities and deliverables:

* Identify a target group of companies (usually your direct competition)
* Identify specific target personnel to interview within those companies
* Initiate conversations with those personnel to create specific candidate profiles
* Gather Competitive Information about your competition's talent and ongoing initiatives
* Validate whether there are enough candidates to conduct a full Success Factor Methodology Search Project
* Collect real, specific data about backgrounds, compensation, and accomplishments