



Unique Retained Executive Search Service

What You've Been Getting

Typical search firms are rarely on the leading edge of talent evaluation. Most are "super networkers". Most want you to hire somebody, anybody sooner than later. Whether the person is going to be "ok" or a superstar is of little concern to them. If you are tired of mediocre candidates from a search firm that doesn't have your best interest at heart or the competencies to separate top talent from the average, give us a call.

You Deserve More

We feel the war for talent is heating up—you need a better strategy. The Nielson Group has been assisting clients in the assessment and selection of top talent for 12 years. This includes our patented job benchmarking process and assessment of internal and external candidates. For a few clients, upon request, we took on the task of "retained search" which meant not only were we assessing their candidates, we were the ones sourcing the candidates. The amount of work involved in a proper candidate search is tremendous but it isn't rocket science. Matching talent to a position's unique needs is science.

What Makes Our Retained Search Service Unique

We benchmark the position and administer our 55-factor talent assessment to **any** "technically qualified" candidate. The top candidates are presented to the hiring committee with an executive summary of each candidate's experience profile and talent analysis supported by a job-talent gap report and a 70+ page detailed talent review. ***Any top candidate that surfaces through our patented process will be a great choice. In fact, we pride ourselves on frustrating our clients with multiple excellent choices.***

What's Included in Our Retained Search Service

- Manage the process with key stakeholders and leadership
- Facilitate development of position's key accountabilities
- Conduct benchmark study to determine talent requirements
- Prepare client hiring committee to evaluate and receive candidates
- Source and screen all candidates (this can include internal candidates, too)
- Assess qualified candidates for match and conduct validation interviews
- Coordinate interview process between client and candidates
- Facilitate offer, start date and comprehensive on-boarding strategy

We only do "retained" searches. That means 50% of the fee is paid up front and the other 50% is paid on the new hire start date. Whether it is for a critical individual contributor role or the position of President of a division, we can find and match the right person to your needs.

We Go Further - Because We Can, Others Can't

The Nielson Group transforms from search consultant to OD/Executive Coach to provide the very best "fast start" program available. This proven "best practice" strategy for new executives is an *add-on option* for the client. We call it "New Team/New Boss Fast Start" program. You'll call it *a must-have for every management-level hire*. Here's what it looks like (request a customized proposal for pricing):

- Conduct a "New Team/New Boss Fast Start" workshop to develop trust, understand current state, clarify and establish team goals and assist new executive in understanding the talent on their team. All team members receive their own 55-factor, 70+ page talent assessment. Workshop focus is customized to meet the unique needs of the client.
- Partner with the new executive to conduct current state/future state organizational structure review, evaluate how best to leverage those on the team, develop role key accountabilities and job benchmarks for each position and establish a professional development plan to help them succeed.

Call for more information

THE NIELSON GROUP

Coaching organizations for breakthrough performance.
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