



Executive Staffing Services

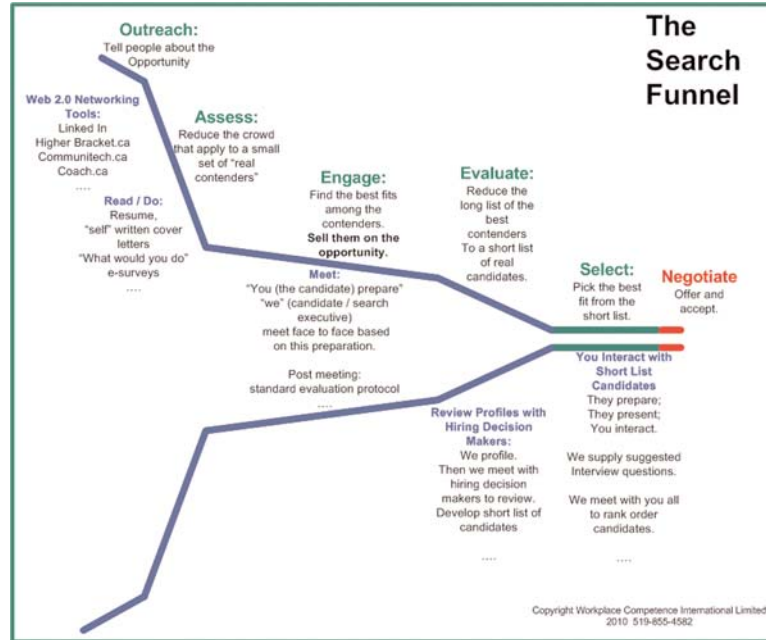
Transforming an organization in trouble or setting up a new organization from scratch takes a different set of leadership skills than running an organization settled into its day to day routine.

We know that from personal experience.

We can find the right transformation or start-up leader for you.

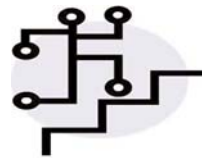
Whether you require a permanent leader, or one on contract, we deliver the "right" person because search is part of our transformation practice.

We know what it takes, because we have done it before, and are continuing to do it.



Starting the search ...

To find the right person for you means narrowing down the search funnel quickly and effectively.



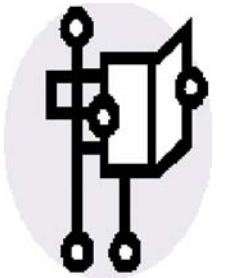
We start by opening the funnel widely, informing as many people as possible about your opportunity. At this stage, we talk about your organization in general terms, keeping your identify back until later.

Networking is powerful. It allows many jobs to stay part of the hidden job market. Many executive openings never make it to the newspaper ads or Internet job boards. In the same way, many of the best candidates are hidden too. Their networks know that they are looking. But these candidates do not

engage in formal job search activities until they hear about an opportunity that interests them. We work both of these dynamics by working the network: one-on-one and through WEB 2.0 networking sites like Linked In. We get the word to the people who know the best candidates. We open the mouth of the funnel as widely as possible.

Sorting through the candidates ...

Experience has taught us a hard lesson: **behavior in an interview does not translate well into behavior on-the-job.** We ask candidates to engage with us in much more than interviews. We insist that they write their own cover letters. We ask them to complete custom designed "what would you do" surveys to describe how they fit your job. We talk to them on the phone, (or on Skype). We research them on the Internet. Of course, we also read their resumes. But we know full well that today, many resumes have been prepared by a resume writing professional.



Out of all of the contenders, we narrow down the funnel to the best fit individuals. **We engage deeply with them, meeting them face to face.** We sell them on your opportunity. They sell us on themselves. We ask them to tell us what they would do in "situations" typical of the challenges on your job. It takes them time to participate with us in our process. We test their motivation and interest in your opportunity

We use standardized rating protocols to summarize our

impression of each person. Based on this, we long list 5 to 7 strong possible candidates.

Picking the best ... to engage with you ...

We meet with you and go through the long list. You decide on the top two or three that you want to meet. Often, these final candidates will be meeting more than one person in your organization. So we make this productive for both sides. We ask these final folks to sign a confidentiality agreement. We brief them on the challenges they will face, exposing them to real facts and information. We ask them to prepare a short (15 minute) PowerPoint presentation: how they would approach these challenges.

Each final candidate makes a presentation to your people. Then each one meets one-on-one with your key hiring decision makers. You will be judging the abilities that they will use on-the-job: their ability to sort through data; their ability to make decisions, their ability to connect to people - to work with them. You will see their real working behavior. We know that **current behavior is the best predictor of future behavior**. That is why we manage this process in this way.

The final decision

You make the final decision. It will be based on the many important intangibles summarized in the word "fit". But with our executive staffing process, your decision will be based on work related behavior, not interview salesmanship.

We deliver executive staffing services on a retained basis.

After our initial meeting with you, we will send you a letter of agreement outlining the specific service, and our terms.

Our fees for Executive Staffing vary from 25% to 35% of the estimated value of the position's first year compensation package.

Payment is invoiced in three equal amounts: the first on retainer, the second at the presentation of the long list, and the third on candidate offer.

The precise fee structure results from joint decisions about the nature and the conditions of the search.

Our fees include all our costs, except for the cost of any required travel to locations over 250 kilometres from our offices.

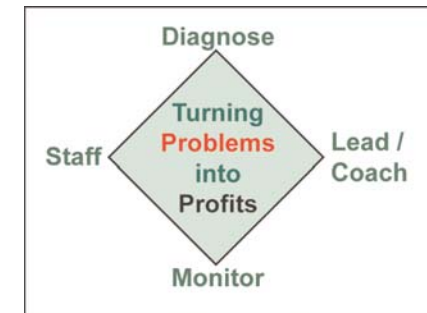
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Transformation Partners

is part of the WCI
(Workplace Competence International Limited).

Our current focus is on Enterprise Transformation. This is the culmination of many years of executive and consulting experience.



We will work with you to:

1. Help you **figure out what to do** with an enterprise or program/project that is not achieving its objectives (**diagnose**).
2. Help you find the **right person** to lead the transformation (**staff**).
3. **Lead** the transformation ourselves if the **situation fits the background and skill set of one of our transformation leaders** and the business proposition makes sense both to you and to us (**lead**), or **coach** your internal leader during the transformation.
4. Stay in touch with an on-going transformation, so that it **stays on track** and accomplishes what you need to achieve (**monitor**).

Contact Roelf Woldring at 416-427-1567 or woldring@wcild.com for more information.

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