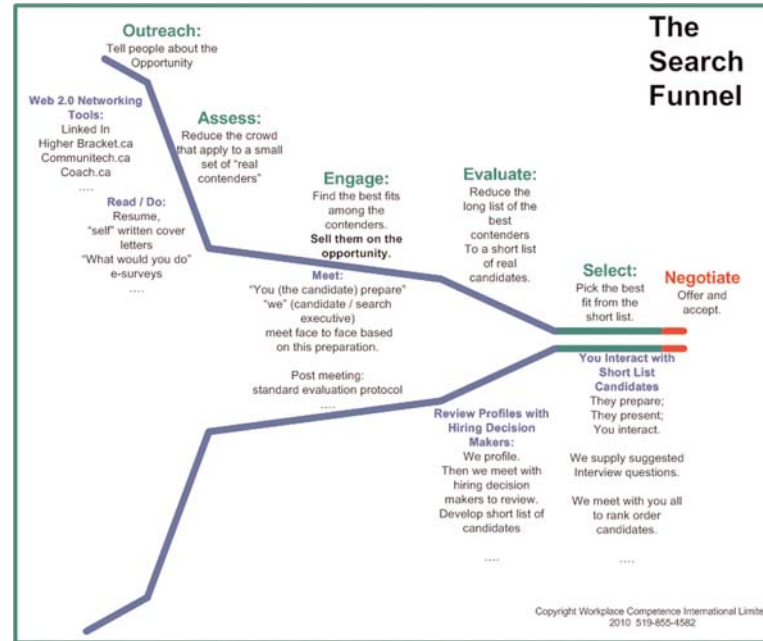


Executive Staffing and Search Services

Transforming an organization in trouble, or setting up a new organization from scratch, requires a different set of leadership skills than running an organization settled into its day-to-day routine. We know that from personal experience.

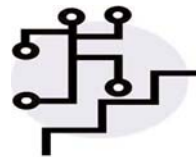
We can find the right transformation or start-up leader for you. We also specialize in executive search for "new" positions, creating position, competency and performance profiles.

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



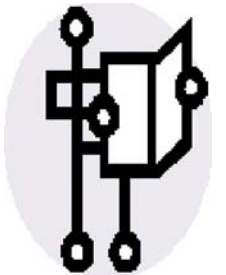
We start by opening the funnel widely, informing as many people as possible about your opportunity. At this stage, we talk about your organization in general terms, keeping your identity back until later.

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 meet them face to face. We research them on the Internet. Of course, we also read their resumes. But we know 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, through indepth face-to-face exchange.** 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 in our process. We constantly test their motivation and interest in your opportunity

We use standardized rating protocols to summarize our impression of each person. Finally, 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 the final candidates to sign a confidentiality agreement. Then we brief them on the challenges they will face, exposing them to real facts and information. We ask them to personally prepare a short (15 minute) PowerPoint presentation: how they would approach these challenges.

Each final candidate makes this 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 and work with people. You will see their real working behavior. **Actual current behavior, not interview skill, is the best predictor of future behavior on-the-job.** That is why we manage the executive search in this way. We want you to see how they will behave in your environment.

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 the candidates' behavior, not just their conversation in interviews.



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 fill key leadership roles (**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**).
5. Develop a concrete metrics-based performance contract for one or more of your senior executives (**contract**).

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

[WWW.WCILD.COM](http://www.wcild.com)

5903 Third Line of Erin, P.O. Box 190,
Hillsburgh, Ontario, Canada N0B 1Z0
519-855-4582 fax 519-855-6759

We deliver
executive staffing services
on a management consulting basis.
Hourly rates reflect the seniority
and experience of the staff assigned.
Time sheets support all invoices.

After our initial meeting with you,
we will send you a letter of agreement
outlining what we are doing.
A project plan for the search is included.
It provides an estimate of the time and
cost that might be incurred.

We request that you remit
an initial retainer credit of 1/4 of the
estimated cost of the search
to confirm our engagement.
Should the search be completed before all
of this credit is used,
we will refund any difference.

Discounts are offered for multiple concurrent
searches and for repeat engagements.

The operating savings achieved
through our virtual office approach
are passed onto to you in our hourly rates.
We expect total search cost to be less
than the 1/3 of the total first year
compensation value that is typically
charged by retained search firms.
Our fees include all our costs,
except for the cost of
any required travel
to locations over 250 kilometers
from our offices.

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