

## Recruiting Services Brochure

### SALES CONSULTANTS PHOENIX

#### OUR APPROACH TO TECHNOLOGY AND EXECUTIVE SEARCH

We are a group of experienced professionals dedicated to serving the human capital needs of our client companies with respect, confidentiality, perseverance, honesty, and integrity. Sales Consultants of Phoenix strives to work as a team to deliver senior executives with a qualified, verifiable background of accomplishments to our clients. Our goal is to improve the lives and careers of both our clients and candidates - and in doing so justify and earn our professional services fees.

- Specialists in the functional placement areas of Executive Management and Extraordinary Sales Professionals in the Media, Software, Enterprise Technology, Banking and related financial industry marketplace.
- A combined 58 years experience in the field with an extensive “C”-Level contact development sourcing list. Including some of the leading cutting-edge performers who have revolutionized the industry in the past 20 years.
- Highly developed experience and combined talent in attracting, developing, and building killer sales and management teams.

#### **Honesty • Integrity • Results**

**"If you're average - surround yourself with smart people . . . . . If you're smart - surround yourself with smart people who disagree with you!"**

Sales Consultants Phoenix is driven by a deep belief that employees drive the success and failure of businesses. Unfortunately, the most important capital of a business, human capital, is not consistently chosen well. At the front end, recruiters often do not deliver consistently high quality service to their clients – issues range from the recruiter truly not understanding the industry space they are working in to an inability to grasp the key aspects of what the hiring manager is looking to achieve in filling the position. Sales Consultants Phoenix provides a more enlightened approach by providing a level of service that hiring managers and HR professionals need in the following ways:

#### **We are a true extension of the hiring manager.**

With Sales Consultants Phoenix, you are hiring seasoned technology executives that have hired people at all levels and across many different functions (we recruit and interview with the same mindset that you have). Throughout our careers we have built strong teams that have delivered outstanding results – we know first hand how to identify the

characteristics, traits, and experiences that separate average performers from the top talent that drive teams to excellence. Sales Consultants Phoenix operates in a consultative manner – we work with the same care toward helping you create a superior team just as if it was our own group.

**Sales Consultants Phoenix brings a proven, effective and systematic process to work for you.**

The key talent that you need is most likely someone who is currently generating value for another company, possibly your competitor - we make it our business to locate those top people. And then we follow a highly effective process that results in only the few best candidates being brought to the hiring manager for consideration. At this stage, we present candidates' relevant data and strengths in a thoughtful, well-executed manner that provides insight and helps the hiring manager's decision making process.

**We represent you with care.** At Sales Consultants Phoenix we take very seriously our role in being your representative to prospective candidates. Our clients' image and reputation are very important to us. We believe that all candidates that interact with us in regard to your company should end up with a positive impression no matter what the outcome of the engagement.

**We believe that the Right Match is the key to success.**

Therefore, Sales Consultants Phoenix delivers the highest quality consultation to both clients and candidates. We ensure we understand what our clients need beyond job experience and education – what is the company's culture, what skills will be the best addition to the existing working group, what "soft skills" are needed? And then we conduct in-depth candidate interviews with real interest and concern for their objectives and future (a key step beyond most recruiters). We truly believe the only successful outcome is to find the Right Match between the client's needs and the candidate's goals.

**Sales Consultants Phoenix takes a long term view.**

Finding the right people to make you more successful is one of the most important things you will ever do for your company. When we partner with clients on this critical activity, we want to build a relationship that is valuable to you long beyond a specific placement. Similarly, we provide further coaching and guidance to candidates if they are ultimately not chosen for your position. Maintaining those strong relationships with your industry's top talent ultimately benefits you the next time you have a position to fill.

**OUR BUSINESS IS PEOPLE. TALENTED PEOPLE.**

We know where to find the key talent that you need because we actually worked within the High Tech and Banking industries for many years before we became recruiters. Your company will benefit from our experience, time, and resources to find the right talent, qualify them through in-depth interviews and then negotiate a win-win transition to your company. Sales Consultants Phoenix brings to the table:

More than 58 combined years of Sales and Management experience in Hi-Tech, Media/Broadcast, Pre-IPO's and Banking/Financial Services sectors.

Experience with companies of all sizes and industries; Fortune 100 / 500, Private and Public, and Venture backed start-ups. Sales Consultants Phoenix has worked in the Media/Broadcast, Broadband, Graphics, I.T., Wireless, Display, RFID, Security, and Software spaces.

First hand experience creating and running several businesses and recognizing talent; Sales Consultants Phoenix's principals have been senior executives in publicly traded corporations, successful IPO's and F500 firms. And have managed divisions at the President, VP/GM, and Director levels in both I.T. and Banking. We have hired and managed a broad array of functions including;

– Sales, Marketing, Channel Manager, Sales Management, Commercial Banker, Real Estate Lender, Bank President, etc.

Direct, personal attention with a customized solutions plan.

Confidential recruitment solutions for both clients and candidates.

The MRI Network – over 50 years of Recruiting Experience and more than 1,100 offices in 37 countries for greater talent reach and access.

A proven system and process of finding the “right people at the right time at the right place” for you.

## **SALES CONSULTANTS PHOENIX EIGHT-PHASE SEARCH PROCESS**

The backbone of any successful Search is a rigorous, thorough process. When you work with The Sales Consultants Phoenix, you are partnering with a team using an Eight-Phase Process that has been honed from many years of successful recruiting. When that solid foundation is combined with the industry experience and personal insight of our recruiters, you know you will have access to the absolute best talent available for your needs.

***1. Profile the Position and the Ideal Candidate*** - Fundamentally, the Search Process is a team effort requiring commitment and cooperation, and we view ourselves as consultants to our clients. At its core, our work begins with a full understanding of our client's business, culture, and needs. With this foundation, consideration can be given to the strategic and tactical roles to be played by a candidate.

Together, we will determine the ideal background and experience of the individuals that would bring the greatest value to your team – the skill sets, personality characteristics and

background qualifications required to meet or exceed the desired specifications and objectives for the position. Then, depending upon if we are working with you on a retained, priority, or contingency basis, we will create a comprehensive and compelling job profile that will attract the most talented people or utilize one that you provide to us.

A key component of this step is to create a presentation with your input that convinces the top candidates that their best future is with you and your company. We will spend considerable time to understand in detail your company, its objectives, background, culture, products, technology, management structure, and other dynamics to ensure that we represent you and the company accurately and comprehensively in order to effectively attract the best talent.

***II. Focused Search*** - Sales Consultants Phoenix will design a specific targeted recruiting program for your unique requirements. The objective is to talk to and attract the best talent in the industry. We'll make a target list of key companies to source from, as well as the top people in the industry and where they are located. Sales Consultants Phoenix uses state of the art tools to locate passive and hidden top talent. A thorough research effort is conducted using competitive industry information, personal industry sources, and confidential referrals. We research directories, periodicals, the Internet, and our own data bases in our endeavor to identify the very best talent.

We examine potential candidates' basic qualifications against the comprehensive profile developed during the planning stage. After that, we will systematically contact each of these prequalified candidates on a confidential basis – there could be as high as 200-300 or more candidates for each position. We will only look at top talent - most of these people are in-place at high profile firms, doing very well in their current positions, not looking for a job, and will be difficult to get to.

***III. Extensive Candidate Qualification*** – One of the key strengths of Sales Consultants Phoenix's recruiters is our ability to bring our extensive industry experience to the candidate qualification process. We conduct in-depth personal and confidential interviews to assess technical qualifications, motivational factors, and the candidate's fit within the client's team and overall company culture. We act as the spokesman for the client's corporation and present your company's objectives as well as position duties, responsibilities and career opportunities. As former industry hiring managers, we know what is important to the client, and, as recruiters, we apply our best interviewing techniques (such as behavior-based questions) to ferret out the candidates' real capabilities and reactions to situations.

***IV. Presentation of Candidates*** – How we present candidates to you will depend upon if we are working on a Contingency, Priority, or Retained basis with you (please see the table at the end of this document for a description of the differences between the various search services). If it is a Contingency or Priority search, we will submit qualified candidates to you as we identify and screen them. Our goal is provide you with up to 5-10 qualified candidates per search. If we are working on a Retained Search for you, we will provide a short list of candidates (5 to 10) for the position for you to interview within 30

to 60 days from the start of the project (depending on the level of position and difficulty of the search). We will stay very interactive with you along the way to ensure we are generating the appropriate candidates and for you to phone screen the most promising prospects.

***V. Client / Candidate Interviews*** – Hiring decisions are some of the most impactful decisions you will make for your company. Given that those decisions will be based primarily on the relatively brief interviews you will have with the top candidates, it is imperative that they are conducted in a way that provides both parties with the critical information they need to decide how to proceed. Sales Consultants Phoenix’s wealth of experience makes a positive difference in this area.

Of course, we will assist you in scheduling and managing the interview process with your management team. The real benefit of our involvement, however, comes from our skill in preparing both the interviewers and the candidates. Interviewing is what we do every day, and we can provide valuable assistance to both parties to help them make the best use of that brief interview time. We also make sure that the candidate is fully aware of the client’s goals and priorities, and that the client knows the same about the candidate. The more they can know about each other before meeting, the more productive their discussion will be. We also have many examples of superior interviewing techniques we make available to both parties.

Similarly, our immediate debrief of both the client and candidate after the interview is key to ensure that the right critical information was conveyed by both sides, and there were not any accidental miscommunications. After you have interviewed all the top candidates, we will work with you to resolve any lingering questions, schedule follow-up interviews for the finalists, and politely disengage with those candidates not chosen. Prior to the second interviews, we again discuss expectations and key decision criteria with both parties.

***VI. Close with the Chosen Candidate*** – We maintain the candidate interface and conduct negotiations to a successful conclusion when the offer is presented. The Sales Consultants Phoenix offers expert counsel and advice at this critical point including communication on salary terms and benefits. We also provide relocation assistance, career guidance and background checks to solidify the selection process on both sides of the equation.

We believe this may be the most important part of the process. The successful close of the candidate is built on the foundation of a highly effective process – a thorough screening the candidate’s motivations, detailed discussions with references to get a complete picture of the candidate, constant monitoring of the candidate’s willingness to take the new position – coupled with the trust and mutual respect we have developed along the way. At this point, we have a consultative relationship with the candidate where we can have an open discussion regarding their career direction and help them arrive at the best decision. And we at Sales Consultants Phoenix deeply believe the only right decision is one that is best for both the client and the candidate.

***VII. Post-Acceptance Assistance*** – Many people underestimate the stress of leaving their current position. We will help the candidate maneuver through the emotional process of resigning from their current position and assure that no obstacles hamper the transfer to your company.

***VIII. Partnering after the Placement*** - Post hire, we will maintain a link with the successful candidate and yourself to ensure a smooth transition and integration into your company. We can provide additional consultative services to help with your continued success.

## **SALES CONSULTANTS PHOENIX ADDITIONAL VALUE-ADDED SERVICES**

**Candidate Assessment Testing** - You know as well as we do that hiring mistakes can be costly, and even the most experienced professionals can make an error in judgment. That's why we work long and hard to provide clients with a wide range of tools that help mitigate hiring mistakes through effective and reliable assessment testing. From MRI Network's proprietary test, Selecsys, to internationally acclaimed tests from Caliper, and PAN, Sales Consultants Phoenix can help improve the accuracy of your hiring decisions.

**FAS Relocation Coordination** – being an MRI Network affiliate, Sales Consultants Phoenix is able to provide the services of the FAS Relocation Network. FAS is a unique organization and has a 30 year exclusive relationship with MRI – no other recruiting organization can provide this service. Candidate relocation is one of the top issues in successfully recruiting a high potential candidate to a new position – family concerns, trailing spouse, education concerns for children, home financing, and more – can often be show stoppers even though an excellent candidate has been identified.

**The FAS service is free of charge to both candidates and the client and results in a number of significant benefits to all parties.**

In order to increase the likelihood that an offer will be accepted and smooth transition to the new location will occur for the candidate, FAS assigns a “Dedicated Relocation Coach” early in the selection process to prospective short-listed candidates. The coach will work closely with Sales Consultants Phoenix, the candidate, and the client to ensure that key information is provided to the candidate to make an effective decision and to reduce relocation stress.

**Contract Staffing** - In order to meet the needs of certain clients who desire a more flexible work force or are hiring for specific short term project needs, Sales Consultants Phoenix provides a complete contract staffing service through MRI Network's parent organization CDI. Sales Consultants Phoenix is able to provide outstanding talent with all back-office functions (payroll, benefit coordination, etc) handled by CDI. Please let us know if you would like to learn more about this powerful service.

**Candidate Background Checks** – Through our MRI Network Partners, Sales Consultants Phoenix can conduct a complete background check on the candidate. These checks can include Criminal History Records Searches, Social Security Traces, Consumer Credit Reports, Prior Employment Verification, Sexual Offender Database Searches, and Drug Testing.