



PO Box 1069 Statesville, NC 28687
Phone: 866.871.1036
Fax: 704.871.1037

www.execquest.com

EQ Consulting

Talent

Assessment - Evaluating, aligning and placing people where they will be most successful within your organization.

Assistance - Coaching individuals through the process of a job search.

Addition - Providing additional staff when needed on an interim basis.

Acquisition - Sourcing the talent that will add value to your organization in the long term.

Augmentation - Training existing talent with specific value focused workshops.

ExecQuest Consulting believes that the employee life cycle is extremely important to understand for recruitment, retention, and employee satisfaction of any company. Therefore, it is important for us, not to simply be a recruiting firm, but a partner in your employee life cycle.

Whether your company is going through growth, downsizing, restructuring or maintenance, we provide an array of services to see you through each phase of your organization's history.

We offer recruitment services through your growth cycle, job service support to displaced talent, and consulting and staffing evaluation and recommendations for restructuring your employees during any phase of your organization's transition. We believe it is important to constantly be evaluating your employee's goals, as well as their satisfaction and long term career objectives, to ensure that they are aligned with those of your organization.

We are a partner to help you define, align and place either new talent, temporary talent or existing talent in positions that meet your organizational needs, and capitalize on the strengths of those employees.

Our process evaluates the employee life cycle: hiring process, evaluation process, promotions and longevity of key talent in your organization, and realigns those processes to ensure satisfaction and success for all parties involved.

We, then, are able to support you during your organization's transitions by understanding your company culture and employee life cycle, and meet your needs for continual success and growth.



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ExecQuest Consulting Talent Acquisition

ExecQuest Consulting can assist your organization in sourcing permanent talent if there is a need in a key, critical position. Our team of consultants has, collectively, nearly 60 years of experience in executive recruitment. These years of experience, and the vast network of talent that it has provided, allows us to accurately identify, screen, and match talent to your specific situation. Our goal is to find the talent that can bring the most value to your organization and its unique needs.

Permanent acquisition searches are customizable to your organization's specific needs. All searches for key critical positions include the following:

- Profiling of position(s) requirements, challenges, and specific skill-sets needed.
- Profiling of organizational fit needs and matching criteria.
- Creating a customized recruiting and execution plan.
- Identifying potential qualified, available, and motivated talent.
- Candidate presentation, which includes references and degree verification.
- Scheduling interviews between client and talent identified.
- Candidate relocation, resignation, and position evaluation counseling.
- Brokering the offer between client and talent selected.
- Offer presentation and assistance with acceptance.
- After-hire follow-up with both the client and the candidate hired for the first year.

Pricing:

All ExecQuest Consulting permanent acquisition search fees are negotiated with the client on a per-project basis, and are customized based on the level of the search, the needs of the client, and the potential available talent pool for the given position.

Speak with your ExecQuest Consulting contact to determine how our organization can create a customized search plan for your needs.



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EQ Talent Addition

Through ExecQuest Consulting's vast network of talent, we can assist your organization in acquiring interim staff for those critical times when a permanent hire is not the ideal solution or the most cost-effective approach.

ExecQuest Consulting will profile your staffing needs and put together a customized interim solution to best solve the challenges facing your business. Unlike traditional interim staffing firms, we will employ the same techniques to identify, screen, and match talent to your specific situation that are used in our permanent placement process. Through this approach, we will seek out specific individuals who can bring the best value to your organization in these interim roles, throughout all levels of your organization.

ExecQuest Consulting Talent Addition Process includes:

- Profiling of position(s) requirements, challenges, and specific skill-sets needed.
- Creating a customized recruiting and execution plan.
- Identifying potential qualified and available talent.
- Scheduling interviews between client and talent identified.
- Brokering the financial relationship between client and talent selected.
- Weekly follow-up with client and talent throughout period of engagement.

Pricing:

ExecQuest Consulting pricing for this service is based on the time period of the engagement and the negotiated salary of the talent selected, unlike the structured hourly rate markup that traditional interim staffing firms offer. The client is billed ExecQuest Consulting's brokerage fee at the beginning of each month of the interim's engagement. Payment schedule for engaged interim talent is to be monthly upon completion of that month's work and is direct between client and individuals engaged. (1099)

Temporary to Full Time Conversion Option:

Clients may decide to convert the relationship with the engaged interim talent to full-time employment. ExecQuest Consulting will assist you in negotiating the appropriate and acceptable compensation with the individual being hired, and coordinate the transition from interim to full-time. All interim brokerage fees would be applied to an annualized full-time placement conversion fee and negotiated on an individual project/hire basis. Any interim candidate hired by the client within one year of the last day of their individual interim assignment, would be subject to a conversion fee.



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Talent Evaluation and Assessment

ExecQuest Consulting offers a unique insight into your organization, allowing you to better make informed decisions regarding promotions, job-realignment, and staffing needs. A thorough review of your organization's goals, objectives, and current structure are the first steps to determining your appropriate staffing levels, staffing alignment, job functions and their distribution. This will promote a successful and satisfied staff.

In order to identify and create a more effective staff, retain key personnel, and determine appropriate job functions, ExecQuest Consulting provides an on-site organizational assessment. Within the context of the goals and objectives of your organization, we will interview each key employee to determine their skills, abilities and interests, analyze their goals and objectives, and then complete a skill-set and capabilities review.

Upon completion of this review, we will provide your organization with answers to the following questions:

- Are the staffing levels appropriate?
- Are the appropriate skill level and capabilities present in your staff in relation to their job description?
- Are your employees engaged and committed to your organization?
- What are the key drivers of employee engagement, and does the company culture support them?
- Are the job functions realistic, and is there a fit between job function and talent assigned to the job?
- What are the strengths and developmental needs for each employee interviewed?
- What are the training needs for your organization?
- How can work flow processes be improved?

ExecQuest Consulting can then deliver an assessment that will allow you to understand your employee complement, and determine the structure that will be most effective for your organization to succeed in today's environment. We will assist in restructuring work flow processes, realigning job descriptions and functions, identify employees best suited for the needs of your organization, determine which employees need additional training, and find those not suited for your organization. In the event of an interim or permanent need for talent, we will assist in making placement for any key position with your goals and objectives in mind.

ExecQuest Consulting is able to partner with your organization to address your goals and objectives by assessing key talent, planning restructure for reduction or growth, and creating a plan that will prepare your organization to meet your future needs.



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Team Enhancement Workshops

ExecQuest Consulting has developed several workshops that will empower your team members to perform at a higher level, and bring more value to your organization. Our background in management and executive recruitment has provided a wealth of knowledge that is brought to the table in these workshops. We will teach your employees how to focus on their individual contributions to the ultimate goals of your organization, and how they can add value to your organization through both everyday tasks, and in new ways they never thought possible.

Planning for Success: Creating a Value Focused and Accomplishment Driven Work Environment

Is there a team in your organization that you would like to perform at a higher level? Would you like the individuals on this team to contribute to the overall mission of your organization at the level that you desire?

ExecQuest Consulting has developed the “Planning for Success” workshop to change this situation in a positive way. This workshop consists of:

- A four-hour workshop done on-site with any department, division, or group within your company that focuses on building, in every team member, a sense of value to the overall success of the organization.
- Helping each member of the team visualize how their daily efforts impact the company’s performance in a way that instills ownership in that success.
- The “payoff” to each team member comes through a better sense of accomplishment, potentially better performance reviews, a more robust accomplishment list to build upon for future promotion, and an increased probability of job security by making themselves more valuable to the employer.
- The employer’s benefit comes from having a department that is all on the same page related to goal achievement, having a staff that is “accomplishment driven” as opposed to “job description fulfillment centered”, and a better understanding of the value each team member brings to the table.

Along with all of this, the workshop, ultimately, assists the Department Manager/Director in creating a departmental/divisional “Accomplishment Journal” that is geared toward achieving the goals set forth by the organization for the coming year and helps establish the foundation for planning for that success.



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Moving From Tactical Recruiter to Talent Acquisition Consultant

ExecQuest Consulting can take your organization's in-house recruitment or human resources team from being tactical "job fillers" to knowledgeable "in-house consultants" who will have a bigger impact on the overall performance of your organization.

During this four-hour workshop, the team will learn:

- Why it is important to view job openings as a problem to be solved and not just a slot to be filled.
- How to understand the needs of the "client" hiring managers and departments so that talent matching is optimized for the best fit.
- How to visualize each step of the process so that it can be an opportunity to add value through a consultative approach.
- How to have a deeper impact on the overall success of the organization through a better understanding of the needs of that organization as it relates to talent acquisition.
- How to develop a "Value Focused and Accomplishment Driven" approach to recruitment.

ExecQuest Consulting can quickly and effectively improve your company's overall performance with these workshops, using techniques that have been acquired through years of experience. Whether you choose to combine one or both of these workshops with our other company performance enhancing services, or use them as a stand-alone supplement to improving your company's performance, we are confident that you will find tremendous value in the results they will provide.



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Job Seeker Coaching

ExecQuest Consulting has the ability to help your displaced talent learn how to be effective in their search for a new position in today's job market. Our Job Search Coaching program will empower your former employees through the following services:

- An Online Job Search Training Class in Webinar format that will coach the employee in how to target prospective employers, and also how to create a resume and interview in a way that will highlight the potential value they would bring to an organization.
- A resume review and critique.
- After the employee completes the Online Job Search Training Class, they will begin to receive 30 business days of job search support, which will include the following:
 - Reviewing the displaced employee for potential matches with existing job searches, interim assignments, or marketing opportunities with clients of ExecQuest Consulting.
 - E-mail job search support for the employee on an as-needed basis to answer any questions they may have regarding their job search.
 - Scheduled follow up e-mails to the employee with motivational information, reinforcement of Job Search Training Class techniques, and also reminding them of our continued services.
 - Scheduled interview preparation telephone conversations and post interview follow-up via e-mail.
 - Follow-up e-mails to the client to report the displaced employee/s progress in the program.

If ExecQuest Consulting places the displaced employee in a new position with one of our client companies within 90 days of the employees referral to the program, we will refund the referring client 50% of the cost of the program.

Supplemental Job Seeker Coaching

This program is also available to any person directly or indirectly associated with the client company, e.g. a trailing spouse.