



# EXECUTIVE LEADERSHIP RESOURCES, INC

HUMAN CAPITAL ADVISORS FOR PRIVATELY HELD CLIENTS

## EXECUTIVE RECRUITING

### What We Do

Multi-generational family-owned businesses often find that the next generation is either unprepared or unqualified to lead, or simply uninterested in taking the reins. We recruit non-family executives to head the operating businesses in their portfolio.

But the 'fit' between the family and a non-family executive must take into account much more than simply professional experience. In fact, the right match of temperament and culture determines success even more than past experience.

We will ensure that the top executive we recruit will be the best fit for your family's culture.

We combine quality and speed with a clear understanding of both your business and your family's dynamics to present the optimal candidates in the shortest possible time. The sooner you can bring aboard the right leadership team, the faster it will reflect on your bottom line.

### How We Do It

#### *Commitment to a Long-Term Client Relationship*

First and foremost, we develop a 'trusted advisor' relationship with our clients; the fact that our expertise is in Human Capital is certainly important, but secondary.

#### *We Use the Best Practices of Retained Executive Recruiting*

Our years of experience in premier retained recruiting firms have demonstrated that certain practices yield superior results. Their implementation, combined with our unique attributes, make us a trusted advisor to our clients. The result is a superior, personalized service for our clients in a very focused niche.

#### *Competency-Based, Contextual Assessment*

Our specialized practice of assessing a family-owned business' culture and needs, identifying the key competencies required of an executive in that context, and then assessing candidates based on the 'entire package' distinguishes us from other recruiting firms.

#### *Responsiveness*

We listen and respond to our clients in two ways: quickly and appropriately. Neither is valuable by itself, but together, they make us your powerful ally.