



DOES YOUR IN-HOUSE TEAM HAVE THE TIME, CAPACITY, AND EXPERTISE TO DO A TRULY SUCCESSFUL TALENT SEARCH?

People are the most powerful variable you can control to create a successful business. We can help make sure you've got the right people in the right place at the right time. And we can do it fast and affordably.

Companies adept at recruiting the right talent enjoyed 3.5 times the revenue growth and 2.1 times the profit margin of their less capable peers.*

Why is effective talent acquisition so critical? With the economy picking up in many industries and professions, competition for the best people is getting fierce. One noted employment specialist put it this way – “The war for talent is over ... and the talent has won.”

Getting the “best of breed” to enhance organizational effectiveness and growth requires an approach that goes beyond mere recruiting. It takes an appreciation for talent acquisition as the most dynamic aspect of human capital management.

*The Boston Consulting Group (BCG) and the World Federation of People Management Associations (WFPMA), *From Capability to Profitability: Realizing the Value of People Management* (2012)

TALENT ACQUISITION: THE LANDES & ASSOCIATES PROCESS

- Establish search priorities encompassing technical, cultural and leadership parameters
- Build a strong candidate pool reflecting a diversity of competencies and backgrounds
- Evaluate candidates through rigorous competency-based interviews to identify the right skills and the right cultural fit
- Construct a short list of viable prospects that exemplify your needs and expectations
- Investigate background, verify references, and facilitate negotiation and candidate acceptance
- Present finalists for selection with easy to understand comparison of competencies and qualifications.

OUR DISTINGUISHING CHARACTERISTICS:

The Nature of our Practice: Creativity and practicality are blended into every engagement. We know how to strike the right balance between the art and the science of talent recruitment, and we're adept at hitting the sweet spot between being rigorous and disciplined while being flexible and responsive.

The Scope of our Services: We do not limit our searches to the C-suite. Every addition to your organization represents a notable opportunity to bolster your talent base. We can help you find the right person for the job from president to front line supervisor and everything in between. We also can find strong candidates for key, high-impact professional, administrative, and clerical positions. Our clients come from a wide range of diverse industries and professions.

The Way We Do Business: We are eager to serve and anxious to please, and we know how to distinguish what's real and relevant from fads and trends in talent search. We make the talent acquisition process understandable, effective, and affordable without any surprises or hidden extras.