



OUR EXPERTISE

We are experts in hiring, onboarding, and retention who have all successfully built and led our own teams.

Discovery and Strategic Planning

We get to know you. We conduct interviews and do research to learn about your business, industry, culture, goals, challenges, processes, management style, and team. We then create a Strategic Plan to gain formal agreement on strategy, requirements, and detailed implementation steps.

Hiring

We help you narrow down the pool of candidates to those who are perfect fits for the company culture, manager, team, and processes. Our candidate vetting doesn't stop at analysis of personality fit and EQ. Instead, we test skills by having prospective employees perform the types of tasks they would have to do on the job. We can either present you with 1-5 fully vetted candidates who are all perfect fits, or we can show you how to find and vet candidates yourself.

Onboarding

We develop a comprehensive new hire onboarding program that aligns with your culture and processes, then lead an interactive workshop during the employee's first week. The employee learns about the company and performs job functions in order to jump into the role quickly. We also onboard everyone you hire in the future or train you to facilitate the onboarding.

Retention

We help you retain extraordinary team members by providing ongoing coaching to new hires and managers, as well as consultation on scalable processes, culture, managerial practices, and strengthening team communications.

RECRUITMENT MODELS

Full-Scale Recruiting: We create a strategic plan, identify candidates using proven recruitment models, hold custom interviews, administer skills tests, and assess candidates' skills, strengths, and weaknesses. You get 1-5 candidates who are a fit for the company culture and position.

Candidate Vetting: We develop a custom strategic recruitment process for your organization, including a custom interview. You send us up to 10 candidates, then we interview, test, and assess them using proven recruitment models. For each candidate, you get a full assessment, an interview transcript, skills test results, and best fit recommendations.

Train the Recruiter: We develop a custom strategic recruitment process for your organization, designing a custom interview and skills test and then training you to identify and hire the right candidates.