



EXECUTIVE
TALENT FINDERS
WHERE AUTHENTICITY MEETS OPPORTUNITY



RECRUIT ENGAGE RETAIN KEY EMPLOYEES

WWW.EXECUTIVETALENTFINDERS.COM



EXECUTIVE RECRUITING



RECRUITING TOP TALENT



RECRUITING TOP TALENT | TALENT ACQUISITION | TALENT SOURCING | PERMANENT PLACEMENT FOR RETAINED, ENGAGED AND CONTINGENCY SEARCHES

We are Executive Recruiters, first and foremost, used to working closely with internal HR teams and Senior Leaders. We have handpicked a suite of innovative technology-based tools to assist in refining our candidate selection pool and candidate recruitment targets. Our boutique nature allows us to quickly mobilize and customize to meet your hiring requirements and deadlines. We value our partnerships with our clients and have an exceptional track record of success.

We choose to partner with just a handful of select clients so that we can deliver the best talent in your niche, reducing the number of off-limits call targets. Our specialty is conducting highly confidential Executive or Senior level talent searches where we combine our industry knowledge, finesse & expertise in attracting top talent while protecting the integrity of your brand and the talent search.

CANDIDATE ATTRACTION, ASSESSMENT & SELECTION

Developing a Recruitment Strategy to attract key talent is critical. Utilization of pre-hire candidate selection tools minimizes the downside risk of a bad hire and maximizes candidate fit for the role and your organization.

Comprehensive interviews can be accompanied by one way video screenings to test a candidates knowledge, and reactions to pre-set scenarios that mimic day to day workplace situations and can contribute to a more thorough screening process.

MEET THE PXT SELECT™

- Comprehensive, easy-to-read reports
- Customizable interview questions
- Clear numerical scoring to simplify your hiring decisions
- Objective, data-driven metrics
- Simple, fast and cost-effective
- Streamline your hiring process
- Lower your hiring and training costs with the PXT Select product suite.

EXECUTIVE TALENT FINDERS SEARCH PROCESS

Executive Talent Finders, Inc. has integrated unique pre-hire selection tools into our talent acquisition framework utilizing the PXT Select™ tools to enhance our Executive Search process and minimize your risk of a bad hire. We are experts at recruiting top talent, have deep experience in the industries we serve, and are passionate about connecting the right candidates who are an authentic match for our client employers. Contact us to hear more about our Comprehensive 3 Phase, 12 step Search Process as well as our candidate assessment and evaluation tools that you can utilize in-house for a better candidate fit.





EMPLOYEE ENGAGEMENT



BUILDING A HIGH-PERFORMANCE TEAM

The costs of a disengaged workforce can be staggering. Many billions of dollars is lost every year in productivity from disengaged employees. The truth of the matter is, if you don't treat your employees right, someone else most certainly will! Developing a compelling, comprehensive Employee Engagement Strategy is one of the best kept ways top companies worldwide continue to grow, expand and evolve.

WHY CHOOSE US

- We can work within your budget to address your critical needs quickly
- Powerful programs are able to be used consistently to onboard, engage, and retain employees
- Flexibility to train online, on-site or certify your trainers
- Experts at Customer Experience Training and On Site Evaluations of training staff
- Creative engaging programs need not be costly. Call us today for a consultation

EXECUTIVE TALENT FINDERS ENGAGEMENT SERVICES

Engaged Employees are more productive, customer centric and invested in the overall success of the organization. Create a work environment that encourages engagement. Our programs allow you to gain actionable insights through honest feedback and get teams aligned around a common vision and mission for the organization.



EMPLOYEE RETENTION

CREATING A CULTURE OF APPRECIATION

Although Pay and benefits are a critical component of a balanced and comprehensive employee retention strategy there are many more criteria that are increasingly important to maintain the wellbeing, health and ultimately stability of your workforce. Employee Retention strategies can include work/life balance, providing metrics and proper feedback and communication to employees so they can measure their performance and know how they are doing. Career path, mentorship and leadership training is also vital to keep strong employees who want to advance and grow within the organization. But there are also rewards like recognition, pride of being part of a winning organization, health club perks and many more. More often than not, employees quit managers, not jobs, so making sure your leaders are approachable and not just allowing team members to provide feedback but inviting feedback that is well received and acted upon.

APPRECIATION, RECOGNITION, TRAINING & DEVELOPMENT

Developing a Comprehensive Employee Retention Strategy to retain key talent is the most efficient way to support the needs of your most valuable resource, your workforce. Employee Retention starts with the initial job interview and a robust Onboarding Process.



IMPROVE EMPLOYEE RETENTION

- Comprehensive Salary & Benefits Program
- Orientation, Onboarding & Mentorship
- Performance & Goals review -regular feedback
- Perks, wellness programs, workshops & fun
- Work/life balance- flexible work schedules
- Team building, Workplace Retreats, Workshops
- Career path coaching, leadership & development training
- Recognition, rewards, Team Celebrations



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EXECUTIVE TALENT FINDERS IS YOUR RESOURCE TO RECRUIT, ENGAGE AND RETAIN KEY TALENT. JOIN THE COMMUNITY!



EXECUTIVE
RECRUITING

FIND THE
RIGHT TALENT

Recruiting Key Talent at the Executive, Director, Manager and Key Individual contributor levels. We integrate innovative pre-hire, data driven technology tools into our recruitment process to ensure the right job fit and cultural fit is achieved.



EMPLOYEE
ENGAGEMENT

MEASURE,
IMPROVE, ENGAGE

Engaged Employees are more productive, customer centric and invested in the overall success of the organization. Teams become aligned around a common vision and mission. Contact us today and start gaining actionable insights to implement right away!



EMPLOYEE
RETENTION

ONBOARD,
TRAIN, DEVELOP

Create a dynamic framework for exceptional employee experience from Day 1. We will customize a program for talent onboarding, team building, leadership training, employee recognition, succession planning and workplace wellness.

 1-877-778-1907

 Debbie@executivetalentfinders.com