

# Performance Hiring Process



John D. Morris, President of Strategic Consulting Japan is a Lou Adler Certified Performance-based Hiring Recruiter, and is involved from start to finish with each and every search.

By utilizing Lou Adler's Performance-based hiring tools and methodologies ensures our clients that we are diligently screening, and only introducing only the best available candidates in the market. Our searches are not executed with randomness or luck, we have a clear and concise strategy to each and every search.

Due to our strategic approach, we are typically approached to fill "critical" and/or "confidential" searches.

# Advanced Search Process



Strategic Consulting Japan offers the most advanced and methodical approach to each and every search.

Our process begins by developing a "Performance-based Profile"; then we map out the market to identify the best professionals, these candidates are then thoroughly screened before the role is introduced; if the prospective candidate is not qualified, then the company information is not disclosed. Note: All prospective candidates are required to sign an NDA.

We are a client centric, executive search firm, consequently our objective is not to simply fill jobs orders with any professional, rather it's to build companies with the best professionals. Our process is so effective, that we offer our clients a *one year replacement warranty* for all our hires.

## Quality

Strategic Consulting Japan offers our clients the most highly developed search and consulting processes within the industry.

We focus on "quality" rather than volume, we do not compete with the contingent staffing firms which are driven by volume; our objective is to focus on searches that truly impact a company's bottom line.

Our clients receive the highest level of search processes available in market. We offer our clients reporting and tools which will satisfy even the most particular hiring manager - and more importantly will help facilitate a better hire each and every time.

Reporting schedules are predetermined upon the onset of each search, and reporting is not simply a method of demonstrating search activity, but rather a tool used to report back to our clients "real" activity as well as market feedback. Our goal is to fill roles with the best available candidate(s) the market can offer.

## SMARTe

Each search is initiated by developing

**SMARTe** Performance Profiles:

**S**pecific: Include the details of what needs to be done so that others understand it.

**M**easurable: It's best if the objective is easy to measure by including amounts or percent changes.

**A**ction-oriented: Action verbs build, improve, change, and help understanding.

**T**ime-bound: Include a date or state how long it will take to start and complete.

**e**nvironment: Describe the company culture, pace, pressure, available resources, and politics.

**SMARTe** is a system developed by The Adler Group; Strategic Consulting utilizes this tool with all its searches.

## Warranty



Protect your investment with Strategic Consulting Japan's exclusive one year replacement warranty.

Strategic Consulting Japan offers an additional 275 days of guarantee compared to the three month industry standard. This demonstrates our commitment to a win-win partnership with all our clients.