

Securing Transformational Leaders for World Class Firms



HRG
SEARCH

HRG

Professional

Retained Executive Search

HRG Professional is our proven retained executive search process designed to seek out transformational leaders that can impact your business from the day they start.

Our retained executive search process has been refined for over 30+ years. The comprehensive procedure that focuses on a single candidate, with HRG working closely together with you until the candidate is hired.

You'll experience a highly personal approach working with HRG principals. You'll always know the status of your project.

Our goal is to get you the best quality candidate in the shortest amount of time.

HRG

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- 1 Needs Definition**
We begin the HRG-Professional process with multiple client consultations to fully understand your requirements. This in-depth conversation assures both client and HRG are in sync.
 - 2 Targeting**
This process includes writing or reviewing your position description. HRG then prepares a comprehensive sourcing strategy, our talent blueprint. Our unique search strategy ensures you'll attract "A" level talent.
 - 3 Preliminary Investigation**
Our targeting process delivers multiple responses which we review and investigate to ensure they meet your needs definition.
 - 4 Candidate Evaluation**
We review and confirm experience, education, job history, performance, evaluate future potential and the candidate provides a behavior and experience self analysis.
 - 5 Interviews**
HRG arranges interview with the client and is available to be on hand during the interview if needed.
 - 6 Selection**
After interviews, we are available to discuss the choice with our client and provide advice regarding the hiring process.
 - 7 Offer Analysis and Negotiation**
HRG performs an in-depth offer analysis with finalist candidates to ensure that our client is able to acquire their chosen candidate. We never put our client in a position of making an offer that the finalist candidate will not accept.
 - 8 Onboarding**
HRG provides ongoing follow-up for up to 3 months with both the client and candidate to ensure a long term relationship.
-  HRG is available to provide executive support services including interview team training, onboarding plan, and executive coaching.