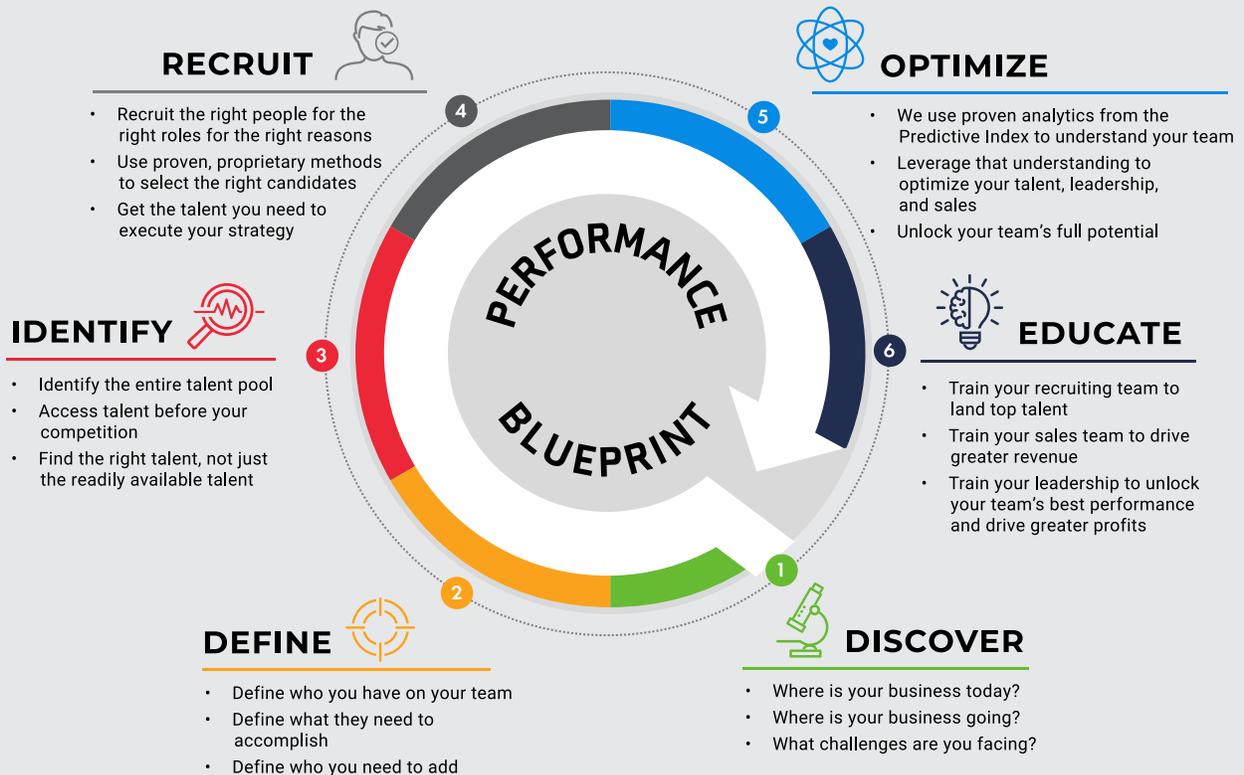


**SERVICES:**

- Recruitment Research
- Sourcing
- Recruiting
- Executive Search
- Talent Optimization
- Recruitment Education
- Recruitment Marketing

Our Performance Blueprint is a guaranteed 6-step process for driving performance and business results across the entire employee life cycle – from hire to retire.



**THIS PROCESS** is entirely customizable according to our clients' needs. Oftentimes, a client will request help with only a few of the 6 steps, or start with 1 step and go from there.

It works best when we apply all 6 steps together, which is why we guarantee results with that process. However, we're happy to accommodate each client's unique situation.



#### DISCOVER

**1. DISCOVER:** We start by taking the time to figure out where your business is at and where you want to be. We seek to learn everything we can about your company, your goals, any challenges you're facing, your recruiting process, and so forth. This gives us a comprehensive understanding of where your people strategy is working and as well as where it may need help.



#### DEFINE

**2. DEFINE:** Next, we help you define a plan to address your challenges and drive better results. Whether it's identifying the ideal candidate for a recruiting search, defining the candidates we need to target on a research project, or brainstorming a broader strategy for talent optimization, this is where we outline a clear plan to reach your goals.



#### IDENTIFY

**3. IDENTIFY:** In the identify step, we get started identifying the candidates and data you need to execute on your talent strategy. Whether it's generating names, finding contact information, mapping out competitor's teams or contacting and qualifying candidates, identify is all about zeroing in on relevant talent for your needs.



#### RECRUIT

**4. RECRUIT:** This step is where we focus on building relationships with candidates and ultimately making hires that will excel long-term on your team. We leverage Core 4 Candidate Evaluation™ and Results-Based Interviewing™ techniques to make high quality hires that fit your unique team and needs. Furthermore, you have the option of using our talent optimization platform to evaluate and select candidates with proven analytics from the Predictive Index.



#### OPTIMIZE

**5. OPTIMIZE:** In the optimize step, we use analytics and software from the Predictive Index to drive performance with new hires and existing team members alike. You get customized reports on your teams' behaviors, needs, and motivators so you can inspire them to deliver next-level results. It's about using data and science to ensure your teams are delivering results that support your overarching business goals.



#### EDUCATE

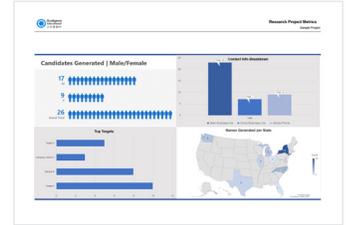
**6. EDUCATE:** In a nutshell, education is all about showing you how to sustainably drive performance. Part of what makes our process effective is that we teach you how to optimize leadership, sales, recruiting and general team performance so that you continue to achieve results long after we're gone. We train you on everything from leading with purpose to tackling performance challenges and developing an effective people strategy.

# HOW OUR SERVICES FIT INTO THE PROCESS

## RECRUITMENT RESEARCH

We leverage advanced technology and our unique phone research system to **uncover 100% of the talent pool**. Whether you're looking for candidate bios, compensation studies, organization charts, diversity reports, or something else, our research team finds the data you need.

All information is same-day accurate and verified by our research team, ensuring you have solid data to guide your search.



STEPS INVOLVED:



## SOURCING

CPH  
as low as  
**3%**

Our sourcing services are designed to let your recruiters focus on what they do best – recruit! Save time and money by using our sourcing services to generate a list of quality candidates or pre-screen your existing list.

We call to confirm credentials and interest with every candidate to ensure your recruiters can hit the ground running with a great short list. With this process **we've helped clients achieve a cost-per-hire (CPH) as low as 3%.**

STEPS INVOLVED:



## RECRUITING

Our recruiting services are unique in that we operate without any commissions or fees. Our **hourly business model** allows us to focus on quality above all else, making submittals that are carefully tailored to your specific needs and fit with the purpose of your organization.

We take the time to truly understand the hiring manager's needs, challenges and goals as well as the unique dynamics of the team. Next, we leverage our Core 4 Candidate Evaluation™ and Results-Based Interviewing™ techniques to select candidates that will succeed in the long-term. The result is carefully designed high-performing teams at your organization.

**Every  
Non-Executive  
Search**

**19%**  
CPH

**CPH or Less...  
GUARANTEED!**

STEPS INVOLVED:



## EXECUTIVE SEARCH

You can't afford to settle for so-so leadership. Our hourly model removes fees and commissions from the equation – ensuring you get the right leadership for the right role for the right reasons.

We focus on long term performance of the candidate AND the company. It's never a one time fill for us. We stay engaged after the completion of the search to help the continued growth of your new leader, their team and your company.

Every  
Executive Search  
**22%**  
CPH or Less...  
**GUARANTEED!**

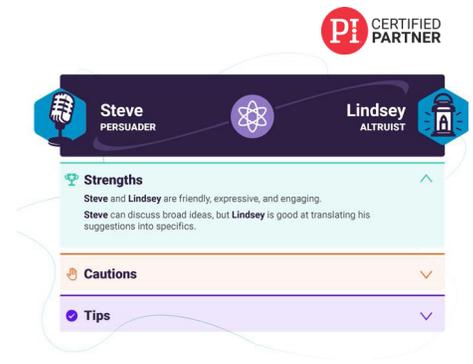
STEPS  
INVOLVED:



## TALENT OPTIMIZATION

**95% of business success starts with recruiting the right people** for the right roles and unlocking their best performance. But most businesses never think of their strategy in terms of people. We leverage platforms from the Predictive Index and Perception Predict to understand your team, hire the right people, and inspire them to deliver amazing results.

These platforms allow you to not only hire individuals, but build winning teams. Last but not least, we offer leadership development courses to make sure you're unlocking each team members' full potential.



STEPS  
INVOLVED:



## RECRUITMENT EDUCATION INSTITUTE

The Recruitment Education Institute is our partner organization for training recruiters based on our 20 years of experience in this space. Make sure your recruiters know the ins and outs of finding qualified talent, engaging with in-demand professionals, and interviewing effectively.

You can educate your team remotely and on your own time with our cost-effective, tried-and-tested courses.



STEPS  
INVOLVED:



# RECRUITMENT MARKETING

Make your organization irresistible to top talent with Qualigence recruitment marketing and employer branding. Our services make it crystal clear why professionals should come work for you versus other companies in your field.

Present candidates with compelling recruitment collateral on your business, location, and specific job openings. Make a splash and stand out from the competition to hire the best possible candidates for your key roles.

## STEPS INVOLVED:



## NO BS BUSINESS MODEL

Our research, recruiting and sourcing services all operate with **no commissions, minimums, or start-up fees**. We offer clients the option of paying hourly or securing retained resources with flexible project outsourcing agreements anywhere from 30 days to 2 years.

Our hourly model allows you to try our services or use them intermittently without fear of commitment. On the other hand, our project outsourcing solutions allow you to tackle bigger projects, augment your team, and meet your talent needs more efficiently.



Contact us to learn more about our performance blueprint and our Qualigence guarantee.



(877) 817-6861  
info@qualigence.com

WE HELP YOU RECRUIT THE RIGHT PEOPLE  
AND UNLOCK THEIR BEST PERFORMANCE