ACHIEVE YOUR TALENT GOALS



BUILD ENGAGE RETAIN TEAMS

Build teams that thrive at your organization for the long-haul!

Who We Are

We partner with the world's best brands to solve three of the biggest challenges in business: building, engaging and retaining high-performing talent!

Our services include everything from recruitment research to help you uncover hard-to-find candidates to leadership training and performance solutions that engage and retain your best people.

SERVICES

- Talent Acquisition
 - · Recruitment Research
 - · Sourcing
 - · Recruiting
 - · Executive Search
- Performance Solutions
 - Predictive Index
 - · OpenBlend
 - · Perception Predict
- Leadership and Recruitment Education
 - · Recruitment Education Institute (REI)
 - · Qualigence Leadership Institute (QLI)



INDUSTRY SPECIALTIES

We work in EVERY industry. but have significant experience in the following verticals:

- · Human Resources
- Healthcare
- · IT and Engineering
- · Life Sciences
- · Financial Services
- F-Commerce
- · Sales & Marketing
- · Dental
- · C-Level Searches

NO BS BUSINESS MODEL

Our research, recruiting and sourcing services operate with:

- No commissions
- No minimums
- · No 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 making a longterm commitment. Additionally, we can customize a service "just for you" allowing you to solve more challenging hires efficiently.

Get a Dedicated **Team Specialized** in Your Industry





RECRUITING

- · With our hourly model, there's... NO commissions, fees or start-up costs
- · This model allows us to focus on getting you the highest quality hires that fit the needs of the role and fit your company culture... at an efficient cost.

Augmenting your team with customized solutions

We tailor our services to meet each client's unique needs and can operate as your talent acquisition team and position you for success.

Chief Information Officer Major Advertising Agency COST-PER-HIRE

Qualigence **Executive Search Placements**

President Non-Profit Education Institution

COST-PER-HIRE



RECRUITMENT **SOLUTIONS**

EXECUTIVE SEARCH

Our Executive Search Team specializes in finding the right candidates for your high-level, key roles - at a cost for hours worked vs. the traditional commission method.

- · Our hourly model allows us to focus on making the best possible hire efficiently
- · Get the right executive for the right reasons by leveraging behavioral analytics from the Predictive Index
- · With our hourly model there's... NO commissions, fees or start-up costs

TALENT ACQUISITION



RECRUITMENT RESEARCH

We leverage advanced technology and our unique phone research system to uncover those toughto-find potential candidates, the professionals that are doing the job you want to fill - at a different organization. Whether you're looking for candidate bios, compensation studies, organization charts, diversity reports, our research team finds the data you need.

All information is same-day verified by our research team, ensuring you have accurate data on every potential candidate.

What you will receive:

- · Name Generation
- · Contact Information
- · Reporting Structures
- · Competitive Intel
- · Diversity Identified

At Qualigence International, we unlock the entire talent pool, not just the candidates anyone can find on LinkedIn or Google.





TALENT ACQUISITION



RFCFNT CLIENTS

"I can't thank Qualigence and HR enough for the support with this new hire process. It's by far the best I've experienced at Renfro. It's alleviating a lot of stress, opening up time to keep the business running, and creating hope for the future."

– Hilary, Renfro

Renfro Brands

SOURCING

Our sourcing qualifies candidates

- · Our sourcing services are designed to let your recruiters focus on what they do best — recruit and hire
- · We call candidates to confirm their qualifications and interest in YOUR role so your recruiters can reach their hiring goals with the best candidates
- · Build a stronger talent pipeline while saving time and money

Recruiters spend of their work week qualifying candidates

QUALIGENCE PROJECT OUTSOURCING (QPO)

Not your everyday RPO

- · Get dedicated access to our team members in research, sourcing or recruiting
- · With QPO, you get recruiting, research or sourcing support on projects as short as 30 days or long term
- · Skip the fees, commissions, or upfront costs you only pay us for our expertise and the hours invested

QPO is perfect for:

- · Increasing hire(s) quickly
- · Building a new division
- · Long-term recruiting projects
- · Expanding your business with true agility

RECRUITMENT MARKETING

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

What you will receive:

- · Eye-Catching Career Pages
- · Compelling Job Descriptions
- · In-House Videography
- · Proven Candidate Outreach
- Effective Job Ads



LEADERSHIP TRIANGLE™

You need more than great hires... you need teams that deliver results and profits while loving your organization enough to stay and grow.

Our Performance Solutions focus on the three keys to building a stronger business:

- Knowing your people
- · Growing your people
- · Developing your leaders



DEVELOP YOUR LEADERS

QUALIGENCE PERFORMANCE SOLUTIONS (QPS)

Our Performance Solutions are unique with proven success in every industry. They provide solutions to:

- · Decrease Turnover
- · Increase Engagement
- · Maximize the Employee Experience/Morale
- · Increase Team Performance

What you get with QPS:

Tools – Solve your biggest talent challenges with software platforms from the Predictive Index, Perception Predict, OpenBlend and more

Training – Learn how you can use the platforms to solve problems like turnover, inconsistent hires, and lagging team performance with our training

Consulting – Leverage the insights from these platforms to maximize your impact and build a stronger business

"Stephanie shared the materials you recently provided to the leadership group. Wow! What an important impact you're making on them, their leadership, ultimately their organizations and the industry."

Ever grateful for all you do!

- Rann, Michigan Bankers Association





THE PREDICTIVE INDEX

With talent optimization, you can solve key challenges like turnover, team conflict, and poor performance by better understanding your people. Define where you want to take vour business - then use the Predictive Index to identify current employees or potential candidates that have the characteristics and traits to accomplish your specific goals.

- Hire with certainty
- · Develop data-driven solutions to retain high-performers
- Inspire your teams to excel
- · Continuously measure and improve engagement



PERCEPTION PREDICT

What if you could predict how much revenue a sales candidate will deliver on your team? Or predict how highly a service rep will score on customer reviews? With Perception Predict, you can predict how well candidates will perform on your team with over 80% accuracy. It shows you which people will excel...on your unique team, with your unique culture and leaders.

- Supercharge quality of hire
- Hire for culture with real data quiding candidate selection
- · Accurately predict whether a candidate will excel or fail on vour team



OPENBLEND

Traditional performance management rarely improves performance yet frustrates leaders and employees alike. OpenBlend is a powerful tool that combines one-on-ones. performance management, and individual growth to unlock the best from each of your team members.

- · Help each team member reach their full potential by coaching them toward their blend of goals - both professional and personally
- Guide team members toward greater wellbeing so they can thrive in the workplace
- · Shift from HR-led to team member-led growth



MAKE A GREATER IMPACT WITH OUR EDUCATION

Here at Qualigence, we're passionate about helping YOU make the greatest possible impact in your career. That's why we offer training for both recruiters and leaders through the **Recruitment Education** Institute (REI) and the Qualigence Leadership Institute (QLI).





Your Guide to a Successful Recruiting Career

If you're looking to advance your career in recruiting and make a greater impact, you've come to the right place.

Why REI?

- · Learn from certified instructors with significant experience in recruiting
- · Get a practical guide to every key step in recruiting, from finding candidates to influencing hiring managers and more
- · Learn virtually or in-person as best fits your schedule

Popular REI Courses

- The Recruitment Certification Program
- · Results-Based Interviewing
- · Writing Job Ads That Candidates Can't Resist





LEADERSHIP INSTITUTE

Because Leadership Roles Don't Come With a "How-To" Manual

Learn tried-and-tested leadership lessons from someone who's been there - and make a greater impact regardless of your role.

Why QLI?

- · Learn from Qualigence CEO & founder Steve Lowisz and his 20+ years of business leadership
- · Get actionable insights you can use TODAY in your role to drive greater results
- · Learn virtually or in-person on your schedule through interactive experiences

Popular QLI Courses

- · Leadership Experience
- · Advanced Leadership Experience
- · A Guide to Difficult Conversations





add more value by helping people be better managers



Our mission is to transform the industry by putting people at the center of every business and unlocking their best performance



CONTACT us today to schedule a 1-on-1 consultation about our talent acquisition & performance solutions.

