

SPECIAL
POINTS OF
INTEREST:

- International Partner
- International Practice

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Hunt Partners - Our Asian-Pac Rim Connection

Hunt Partners is a boutique executive search firm operating across the Asia Pacific region since its inception in 2003, focused on specific industry expertise such as Financial Services, Information Technology, Manufacturing and Supply Chain. Hunt Partners also brings its distinctive focus and perspective to the ever-burgeoning Private Equity and Venture Capital arena in the region. The firm has built an extensive network and knowledge base with specific geographic strength in Greater China and India, with offices in Bangalore and Mumbai in India; Singapore, Hong Kong, Shanghai and Beijing in Asia and Sydney in Australia. Recognizing the world as truly borderless, Hunt Partners also has an exclusive alliance with **paul-lawrence associates** in the U.S., working together to serve multi-national corporations. Eighty-five percent of Hunt's business comes from repeat



Sunit Mehra
Managing Partner

Capital. Hunt works with global as well as regional Investment firms, Venture Capitalists, Deal Makers, Banks and Asset Managers. Assignments include MD/Partner and Principal positions in PE and VC firms, MD/SVP/VP and Director in Debt and Equity Capital Markets, as examples. Hunt Partners also specializes in strategic hires for private equity portfolio companies.

IT/Telco. Hunt's clients include both

clients or referrals, as well as through the alliance.

Hunt Partners has six (6) practices and excellent traction in the following verticals:

Financial Markets/ Private Equity & Venture

large and mid-sized software and hardware vendors, Telecom companies, as well as in-house IT and outsourcing entities. Hunt has completed complex assignments – a President in Taiwan for a major telecommunications vendor, a Country Manager in China for a MNC telecommunications equipment supplier, and a Greater China Managing Director for a large Enterprise Networking company, to name a few.

Manufacturing. Hunt works across the manufacturing vertical from light to heavy industries. Some of the assignments include a CEO for a large cement manufacturer, a CEO for a large chemical company, a Director of Quality for an electronic component company in China, and a CEO in India for a U.S.- based fiberglass company.

For additional information on Hunt Partners, contact your **paul-lawrence** consultant.

Practice Leader Insights: A Perspective on International Search



paul-lawrence associates' International Practice, led by Martin David*, is supported by its joint venture with Hunt Partners in the Pacific Rim, and through its own efforts in the remainder of the globe.

In our perspective, international executive search is truly a "two-way" street. Many foreign organizations operating in the United States via start-ups, acquisitions or joint ventures, deal with the complexities of cultural differences, attempting a balance with the uniqueness and nuances of their own entity. We work with our multinational clients to

strategize whether the organization's talent needs are best served via an expatriate or searching the domestic talent pool, whose background and experience will fit the specific role requirements and the culture of the company. A similar philosophy applies to U.S. firms establishing or enhancing its presence overseas, particularly where familiarity with the native language and customs may be limited.

Regardless, every international search assignment is unique and dependent upon understanding the client's business and talent acquisition objectives. This understanding also

includes familiarity with the reporting and control requirements of the position, the company and country's culture and the uniqueness of the client's offering.

*(Martin David was born in London and served as Chairman/President of Alstom China and Country Manager/ President Alstom Thailand. He speaks fluent French. He has lived and worked in Europe and Asia before moving permanently to the United States in 1999.

He can be reached via e-mail at mdavid@paul-lawrence.com.)

Providing Clients an Extraction Service

With the baby boomers coming to retirement age and the size of the available pool of qualified candidates dissipating in the U.S. today, firms are concerned about the ability to grow business segments and build “a branch”. Often times, recruiting and hiring a single, high profile professional is not sufficient or timely enough to make a significant impact on the organization’s top and bottom line. Thus, in order to meet certain business and growth objectives, an organization, concerned about the time and expense associated with a key acquisition, may look to

paul-lawrence to develop an “Extraction Strategy”.

In developing an Extraction Program, a **paul-lawrence associates’** consultant will work with a business leader to create a strategy to attract and recruit an entire team of professionals, as opposed to simply one or two key players. This program is usually developed where an organization is attempting to enter a new line of business or accelerate the growth of an existing one. Supplemented by our Competitive Intelligence Group, one or several key professionals is usually identified as someone who can take an

entire team from their existing organization. The search consultant works with both parties, once mutual interest has been expressed, to determine methodologies and approaches to ensure the extraction process is as seamless as possible.

For additional information on how an Extraction Program such as this might benefit your organization, contact your **paul-lawrence** consultant.



Spotlight Company: FirstEnergy

FirstEnergy Corporation serves as a diversified energy company headquartered in Akron, Ohio. Its seven electric utility operating companies comprise the nation's fifth largest investor-owned electric system, serving 4.5 million customers across Ohio, Pennsylvania and New Jersey.

The Energy & Utility industry continues to face many of the same human capital growth challenges other industries have faced, requiring an increase in spending to upgrade and improve system infrastructure, a workforce with imminent retirement of a large segment of the incumbent employees and government and geo-political issues. These issues have combined to create a scenario in the Energy & Utilities industry that has made this particular arena compete for top talent after a stagnant period for

the last 10 to 20 years.

paul-lawrence and **highbridge associates** serves as a valued partner to FirstEnergy by acting as a strategic partner, to assist the positioning of FirstEnergy to meet both its short and long-term human capital hiring objectives. These have been met by recent **paul-lawrence** projects which include multiple senior-level retained executive search engagements, and **highbridge associates** offerings which include Outsourced Recruitment, including staffing four recruiters onsite. Name Generation, Name Qualification and Recruiter Training services are also being utilized.

Renee Spino, FirstEnergy’s Manager of Recruitment states that “the **highbridge** and **paul-lawrence** human capital services

have provided FirstEnergy with flexible and customized solutions to our many hiring needs. Their support has been essential to FirstEnergy identifying and recruiting its leaders for the future, especially as the industry is undergoing extensive transition”.

For additional information, contact Eric Christ, Energy and Utility Practice Leader at echrist@paul-lawrence.com.



Strategic Outsourcing with Chrysler



When Chrysler, LLC decided to create an in-house talent acquisition team, they looked to **highbridge associates** to assist in the initial training

of its recruiter group. Shortly thereafter, **highbridge** was asked to propose, and eventually provided, an onsite consultant to support the future design and implementation of Chrysler’s talent acquisition strategies. The previous model consisted of each hiring manager, in conjunction with group HR, being responsible for their own candidate identification, qualification and interviews. No support had existed for sourcing, screening or coordination of external resources. **highbridge** was tasked with developing a best in class talent acquisition team that could centralize and create efficiencies within Chrysler’s hiring process.

With **highbridge’s** seasoned

recruiting professional leading the team, we worked with Chrysler to create recruiting processes and procedures that gave direction to the new group. This included a **highbridge** developed training program for their new recruiters. **highbridge** also worked with Chrysler’s managers to create a team that possessed a consultative approach to recruiting, one that not only identified and processed active candidates, but could also target passive candidates in the marketplace. New ideas on strategic sourcing and research were continuously introduced and implemented.

highbridge then undertook the task of enhancing the relationship between Talent Acquisition Services (TAS) and hiring management. Getting the message out and internally selling the services of TAS was a unique opportunity. The **highbridge** strategy was to convey the consultative approaches of TAS and the benefits of creating a partnership in the hiring

process. **highbridge** helped design a marketing message and process plan that showed the “value-added” benefit of utilizing TAS.

Today, Chrysler’s Talent Acquisition Services entity is an active, respected and vital part of the company’s hiring process. Marty DiFiore, Chrysler’s first TAS leader states that “**highbridge** continues to enjoy a healthy relationship with Chrysler. There is no doubt that **highbridge’s** team added tremendous value in helping us create and lay the foundation for the Talent Acquisition Group. Through these initial consulting engagements, the **highbridge** team of consultants was able to help frame many of the talent acquisition deliverables.”

For additional information contact Larry Imely at limely@paul-lawrence.com.

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highbridge and its Recruiter Training Services

Recruiter Training furnishes a combination of executive search consultants and professional trainers to organizations interested in enhancing the overall skills of their internal recruiting staff. As the needs of corporate recruiting change, **highbridge associates** continue to explore and initiate effective new methods to provide client/partners with the tools necessary to surpass the increasing competition for talent.

highbridge associates will consult with an organization to evaluate the effectiveness of the recruiting staff, review strategic/tactical problems and propose solid solutions. The consulting team is comprised of instructional designers, work group facilitators and search professionals

whose assessments may offer a series of standardized or customized modules and/or a comprehensive training program that can be utilized in the manner most appealing to the client.

Some of the Modules might Include:

- Setting expectations and establishing a communication program with the hiring managers.
- Effective script writing and cold call techniques; how to sell your company in any circumstance.
- Managing time effectively between multiple assignments and responsibilities.
- Capitalizing on advanced

sourcing tools to identify passive or non-job seekers.

- Writing qualitative position specifications.
- Qualifying and closing candidates.

Our program will assist your recruiters to be more effective. They will learn to identify and attract the passive job seeker in the “war for talent” and do it using fewer outside resources so the cost-per-hire is reduced.

Ultimately, clients can take **highbridge associates** training programs and “train-the-trainer” to build a stronger orientation programs and ensure and ongoing legacy for future recruiters.

highbridge  **associates**
paul  **lawrence associates**

1330 Corporate Drive, Suite 400
 Hudson, OH 44236
 Phone: 330.463.0300
 Fax: 330.463.0301
 info@highbridgeassociates.com
 info@paul-lawrence.com



Working in concert, **paul-lawrence associates** and its sister company **highbridge associates** serve as strategic partners with their clients in sourcing, assessing, managing and retaining human capital. The company has built a series of industry-specific practices to support the diverse needs of its clients.

The firm's offices include US locations in **Atlanta, Chicago, Cleveland, Cincinnati, Detroit, New York, and Sarasota.** International Coverage: **Australia, India and Eastern China,** including **Hong Kong and Shanghai.**

paul-lawrence and **highbridge associates** work with a select group of partner companies to offer its clients a broader range of services. Our joint venture partners include: **Hunt Partners, Global Lead, and PsyMax Solutions.** We are affiliated with: SHRM, Society of Competitive Intelligence Professionals (SCIP), Pittsburgh Technology Council, University of Pittsburgh School of Information Sciences, The Ohio State University, Fisher College of Business, Department of Management and Human Resources, and the Northeast Ohio Human Resource Planning Society.



Welcome To Our New Clients



Founder and Managing Partner
Larry S. Imely

Thoughts from the President....

How often have we heard about family, friends or business associates that the "communication process" needs to be strengthened, enhanced, etc.? In the current and various media

segments that cover the status of our economy, we receive mixed communication about whether the market is "softening" or remaining strong. Among other segments of the media, we receive mixed communication about how the conflict in Iraq is going, which Presidential contender is currently the front runner, etc. Did you and a

friend ever read the same article or hear the same story, and come away with different interpretations? Mastering clear and precise communication is no easy task, so we hope that the message we provided in our current newsletter, properly conveys the message. Don't hesitate to let us know and thanks for taking a moment to read it!