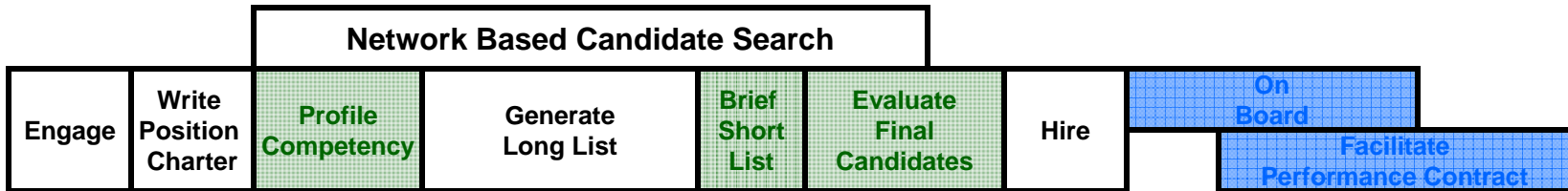




Search, On-Boarding and Performance Contracting: The Transformation Partners Way



Engage: You decide what steps you want Transformation Partners (TP) to include

Position Charter: TP works with you to develop the position charter - the foundation for what follows

Profile Competency: TP uses a structured process to guide in defining the key competencies needed

Network Search: TP conducts a network search (both Internet and personal)

Long List: TP uses structured techniques and face to face meetings to find the **qualified few**

Short List: TP briefs the short list candidates you are interested in (after they sign confidentiality agreements)

Evaluate: TP facilitates your behavior based evaluation of final candidates

Hire: TP mediates the letter of offer and letter of acceptance process

On-Board: TP coaches the new hire in the first 90 days

Performance Contract: TP mediates the completion and signing of a performance contract for the year

Green activities show how we are different from other search firms.

Blue activities are optional additional services intended to maximize the candidate's performance in the first year.

“Hire Thoughtfully and Carefully,
Fire Thoughtfully and Quickly.”

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“New positions (ones which have never existed before) and transformational leaders are where we excel in search.”