



Why Forward-Thinking Employers are Ditching Contingency, RPOs, and Old-Fashioned Retained Search Firms in Favour of the 21<sup>st</sup> Century Success Based Recruitment.

## Traditional Search



A batch of randomly-formatted resumes / CVs and incomplete interview notes of mostly hyped data with non-scientific based methods.

## The Leadership Vault™ Search Method



Comprehensive candidate profiles, Role Fit and Team Fit psychometrics combined with behavioural assessments, relevant accomplishments, thorough job history, key competency evaluations and video introductions.

## Old Fashioned Retained Search



An old photograph of the candidate taken at their wedding back in 1997 and a grainy lengthy video interview.

## The Leadership Vault™ NextGen Method



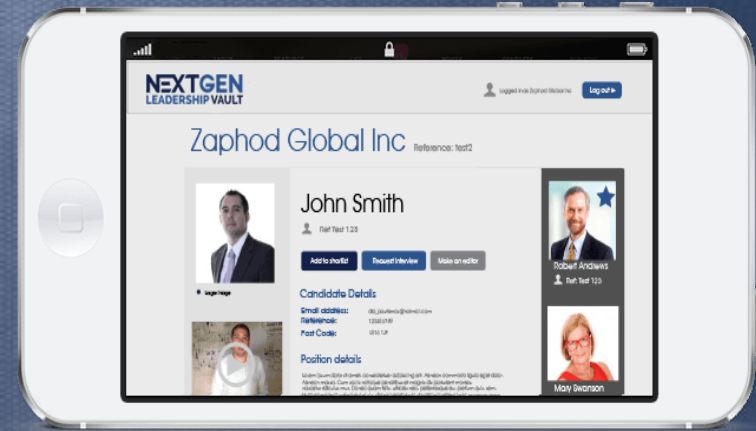
High definition candidate video introductions in which you can gauge their enthusiasm and relevance for the role.

# Typical RPOs, Job Boards and Contingency Search Deliverables



A mish-mash of printed resumes, job board applicants, and emails that you remember you accidentally left on your desk while you're driving half-way across the country.

# The Leadership Vault™ NextGen Method



Secure online access to the recruitment campaign, 24/7 with in-depth profiles and measured KPIs.

## Non-Productive Recruitment



Spend three days meeting every candidate, wasting time going over their background because the recruiter failed to do their job. Results: you quickly realize that half of them are patently unsuitable for the role.

## Proven Recruitment Method



Review detailed documentation about each candidates' experiences, skills, depth of industry relationships, team & role fit analysis, and accomplishments. Spend half a day physically interviewing the most suitable 2-3 candidates about what they will do to meet the objectives of the role.

## Old Fashioned Interviews



Create an archive of dozens of back-and-forth emails trying to get everyone in the interview process on the same page. Many using different assessments often based on biased attitudes, a one-size-fits-all resume and lack of benchmarking provided by the search firm.

## Forward-Looking Interviews



Swap online messages with your fellow decision-makers, in one central location. Scientifically based benchmarking reveal interview questions that are relevant and lead to better common assessments across the hiring team.

## Old Fashioned Retained Search



Roll the dice, cross your fingers, pray to the stars, and hope this candidate is the one that works out. Or pay the full fee in three instalments even if the recruiting firm fails to deliver candidates that you would consider hiring.

## Performance Based Search Fees Longer Retention



NextGen Executive Search placements are still working with the client after 3.5 years - a 93% employee retention rate PLUS after the deposit, second instalment is paid upon delivery / acceptance, and scheduling in-person interviews.

## Old Fashioned Onboarding



Pay the recruiting firm an extra fee for a custom onboarding plan or use the one-size-fits-all corporate plan that executives hate as it takes too much time, or leave it to HR which is an orientation, not onboarding program.

Results = onboarding abandoned, slower productivity, lower retention rate.

## Custom Onboarding that Works



Custom onboarding plan is based on team dynamics, utilizes strengths of the new hire, and focuses on improving weaknesses.

New hire receives Self-Development plan; direct report receives custom Mentor / Coach report.

Results = quick assimilation – faster productivity – longer retention.





*NextGen Global Executive Search' Leadership Vault has the potential to disrupt traditional recruitment models and change the game when it comes to how agencies and direct recruiters find, assess and recruit their future talent."*

**Recruiter Magazine (Dec 2013)**



# Industry Focus and Expertise



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