



**EXECUTIVE
SEARCH
PARTNERS**

ACCELERATED TALENT ACQUISITION

FOR MEDICAL, HEALTHCARE, AND CLINICAL PROFESSIONALS

www.3DExecSearch.com



TALENT ACQUISITION FOR MEDICAL DEVICE COMPANIES, HEALTHCARE SERVICES, AND CLINICAL LEADERSHIP

WE FIND THE BEST EXECUTIVE, MID-MANAGEMENT, AND
FIELD-BASED TALENT FOR OPERATIONS, SALES, AND
CLINICAL PROFESSIONALS.



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"But, along the way, a challenge presented itself, over and over again: I discovered that the most talented and experienced professionals already had jobs."



STAN DUNAVANT

CEO, 3D Executive Search Partners



For 27 years, I helped healthcare service and device companies assess, reorganize, and guide the development of management and sales teams.

From analyzing corporate culture and operational strategies to developing new approaches to employee hiring and training curriculum, finding, evaluating, and building teams was in my wheelhouse.

But, along the way, a challenge presented itself, over and over again: I discovered that the most talented and experienced professionals already had jobs.

The impact players in every industry that comprise the top 20% of talent and who execute 80% of the work were already placed.

Worse, I didn't have access to them.

As a result, my job searches were restricted to only those candidates who were available. But this put me at a disadvantage: the world's most competent doers never knew I was looking for them. Not to mention my competitors had the same access to talent as I did.

And while I worked to help medical companies develop new talent approaches to boost income, reduce costs and improve outcomes, hiring was just one of my responsibilities.

So posting and hoping was not only unproductive, but it was expensive. And it sucked up valuable time that I needed to allocate elsewhere.



"Now, we help healthcare, senior living and sales management teams find impact players only."

I knew there had to be a better talent acquisition strategy. I just couldn't find one on the company side.

So I started 3D Executive Search Partners, joined the MRI Global Network, and took everything I knew about selecting, assembling, and guiding successful operations and sales teams and developed my own talent acquisition strategy, void of restrictions.

Now, we help medical device, service, and application companies find impact players only. And we do so through our network of 3,000 search professionals and targeted recruitment where we find, evaluate, and match clients with top candidates, even if they already have jobs.

Where many recruiters post and hope on one job board, we work to build our database of qualified candidates first, and then we source our pre-qualified, confidential pool of executive candidates for your best match.

There's a better way to source the talent that will go above and beyond and lead your company into tomorrow- and we know how to find them.

Sincerely,





WHY CHOOSE 3D EXECUTIVE SEARCH?

We're Selective.

To provide you with the highest level of service, we only work with a few select companies at a time.

This allows us to become thoroughly familiar with your company, people, product, work environment and expectations.

We Care.

Because we genuinely care that we match talented candidates with appropriate employers, we take the necessary time to get to know your specific needs. We only present a candidate to you after we have carefully screened him or her and determined that there is a good fit.

We're Flexible.

We understand that your hiring needs and priorities can change overnight. We also understand that we may only be one of a number of resources that you may use for your hiring needs. That's why we're flexible and offer a variety of services to help you meet your objectives.

3D EXEC



Accelerated Recruitment™ Approach

Our proprietary Accelerated Recruitment™ approach is a combination of our streamlined methodology and the unique knowledge of our industry experts, from around the world, designed specifically to help target the next impact player and deliver them at the pace business demands.



Customized Solutions. Real World Pace

3D Executive Search Partners is focused on meeting a company's individual cultural and business needs. No preconceived notions or cookie cutters--only carefully crafted solutions designed to achieve specific hiring goals and objectives. With a full range of solutions, we give you the flexibility you want at the pace you demand.



27 Years Of Senior Leadership Building

Almost three decades of experience finding, evaluating, and growing talent in healthcare, sales and management.

"Working with Stan and the team at 3D Executive Search offers a huge strategic advantage over other recruiters. Stan has been on the hiring managers side of the table so he truly understands how important it is to partner with hiring managers to establish hiring criteria, source only 'A+ Players' and deliver candidates that consistently exceed expectations. I have worked with Stan for over 20 years and the quality of his work is outstanding!"

TONY RECUPERO

President, Catalyst Performance Advisors



SEARCH



3D SEARCH PROCESS

We incorporate a comprehensive, multi-step process that is integrated with our client's interview process requirements to identify, vet, present and close the right candidates for our client's review.

We call it the Accelerated Recruitment™ Approach:



STRATEGY

1

- Identify your vision, mission & objectives
- Learn company culture
- Define position requirements
- Develop the Search Criteria Profile
- Clarify the hiring process
- Prepare your selling points
- Schedule weekly status reviews
- Define a strategy
- Assemble project team



SEARCH

2

- Select from extensive database resources
- Research industry and competition
- Identify list of target companies
- Compile list of potential industry contacts to call
- Network with industry contacts & resources
- Gather names
- Pre-qualify list of potential candidates



QUALIFY

3

- Review performance history
- Match Search Criteria Profile elements
- Verify commitment to career move
- Clarify compensation requirements
- Identify potential roadblocks
- Develop "short list" of candidates
- Check references



PRESENTATION OF CANDIDATES

4

- Prepare short list
- Receive approval from candidate
- Present Candidate Profile
- Include Candidate Comparison
- Schedule interviews
- Prep candidate(s) & client(s)
- Debrief candidate(s) & client(s)
- Schedule Follow-up interviews
- Discuss finalist(s)



HIRE

5

- Present Comp Analysis
- Draft Letter of Agreement
- Reclose Candidate & Client
- Review elements of offer
- Present offer
- Receive signed acceptance
- Client calls new associate
- Initiate background investigation and drug testing (Optional)



TRANSITION MANAGEMENT

6

- Prepare candidate for resignation (ie resignation letter, communications)
- Review counter offer dynamics
- Confirm start date after resignation is completed
- Assist with relocation services (if required)
- Maintain contact during transition to assist with any issues



FOLLOW UP

7

- Welcome candidate on board
- Handle transitional questions
- Provide feedback to client
- Maintain a relationship with clients and candidates after successful transitions in order to ensure the process has gone smoothly and no detail has been left out

Accelerated Recruitment™ Approach

Our business model is designed to focus on the top 20% of the pyramid and businesses that desire them. Today's companies need to be flexible, more agile, and more creative. Their growth will be fueled by the people who do the work. To compete you will need to focus on those who will move your business, that small percentage of your staff that goes above and beyond, carry more than their load, delivers beyond expectation... Impact Players.



27

27 YEARS OF EXPERIENCE
IN HEALTHCARE IT, SALES
& MANAGEMENT

.....



600

SINGLE POINT OF
CONTACT TO 600
AFFILIATES WORLDWIDE

.....



3,000

ACCESS TO OVER
3,000 EXPERIENCED
SEARCH CONSULTANTS

STAFFING SOLUTIONS

3D Executive Search Partners is focused on meeting a company's individual cultural and business needs. No preconceived notions or cookie cutters--only carefully crafted solutions designed to achieve specific hiring goals and objectives. With a full range of solutions, we give you the flexibility you want at the pace you demand.

PERMANENT STAFFING

1. RETAINED SEARCH ▾

Highly coordinated and successful search whereby we dedicate 100% of our Practice Leader's and project team's time. In addition, candidates presented will not be shown to any other clients during this search process. And there is a 90-day full replacement guarantee.

2. ENGAGED SEARCH ▾

This search is sometimes referred to as "the best of both worlds". We'll conduct a search whereby a part of our Practice Leader's time is dedicated with support of a market researcher as required. Any qualified candidate presented will be exclusive to the client for a period of 30 days. And there is a 60-day full replacement guarantee.

3. CONTINGENCY SEARCH ▾

We created contingency search to give companies a no risk option. You only pay a fee upon the hiring of our Impact Player talent.

This level of search is an effective business arrangement when there is a moderate level of urgency or importance attached to the position.

SHORT-TERM STAFFING

CONTRACT STAFFING ▾

Contract Staffing focuses on helping clients fill “interim” requirements in specialized disciplines as diverse as accounting, information technology, engineering, legal and senior executives utilizing the same quality recruiting techniques utilized in our permanent search process.

- Immediate availability for short term projects or absences
- Bridge specialty skills gap during permanent search process
- Audition prospective permanent talent
- Respond more rapidly to changing markets
- Provides alternatives with hiring freezes or tight budgets
- Knowledge transfer and training for current staff while receiving productionTest new positions
- Test new positions
- Easier to walk away
- Flexibility
- Cost savings

RELOCATION & RETENTION

RELOCATION ASSISTANCE PROGRAM ▾

Hiring talent is only one part of the recruitment process. Making the relocation process moves smoothly reaffirms the quality of your company's first impression and paves the way for a strong partnership with your employees. MRINetwork provides comprehensive logistics and coordination assistance that can make the relocation of your new hire easy and efficient.

EMPLOYEE RETENTION ▾

Our commitment does not end when our talent is hired. We stand behind our clients with a commitment to help retain key employees along with the talent you have hired from our partnership. After all, who better to help you understand how to keep people than a recruiter who knows all the reasons why people leave?



80

WE HIRE IMPACT PLAYERS:
THE 20% OF TALENT DOING
80% OF THE WORK

.....



50

WE BELONG TO THE MRI
NETWORK, INNOVATORS
IN RECRUITMENT FOR
OVER 50 YEARS

.....



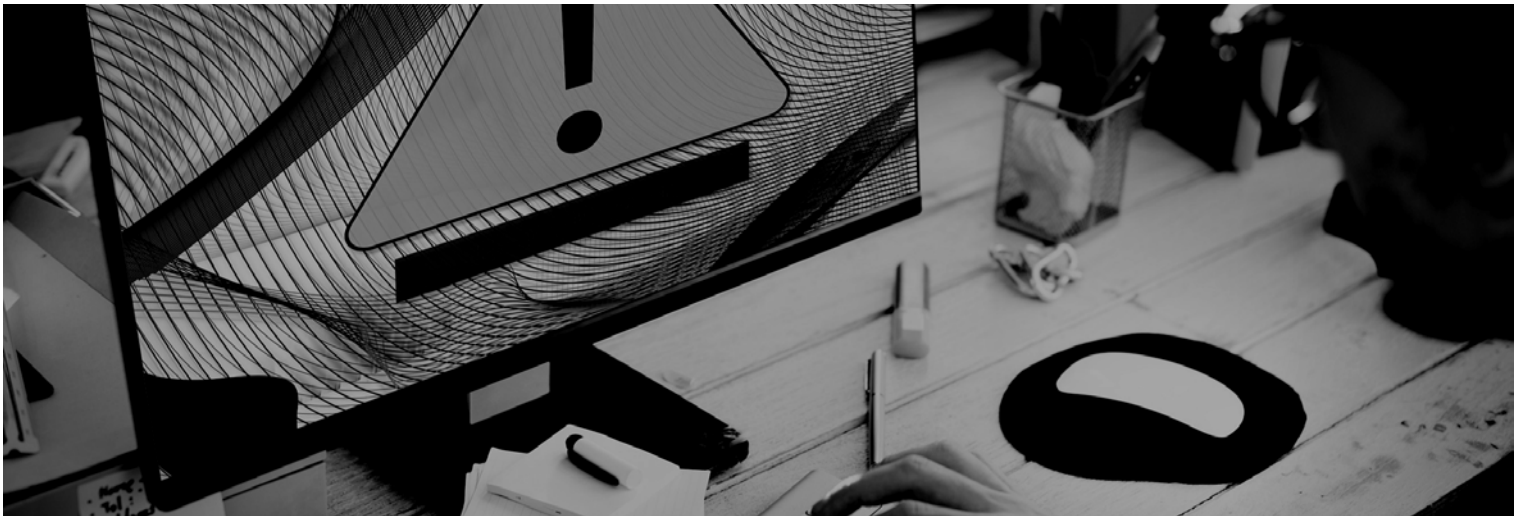
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0% RISK: YOU ONLY PAY A
FEE ONCE WE HIRE AN
IMPACT PLAYER



Article:

5 HIRING MISTAKES THAT MAY BE HURTING YOUR BRAND



Throughout 2016, despite some contractions in the labor market, hiring continued to increase. Within the last 12 months through April, an average of 232,000 new jobs have been added each month.

Many companies are focused on expanding, but are finding it difficult to locate enough skilled talent, especially in the executive, managerial and professional job market. In this sector, which is candidate-driven, employers continue to lose great candidates who are accepting other job offers.

So as a hiring authority, what key mistakes could you be making that might be damaging your employer brand?

The 2016 Recruiter and Employer Sentiment Study conducted by MRINetwork, reveals that the inability to find quality talent coincides with lengthy hiring practices, lower than expected compensation, and the failure of prospective employers to sell their brand, the role and advancement opportunities.

Retention is also challenging, as high performers recognize more jobs are available and feel more confident about pursuing them.

Based on the Study findings, the following mistakes may be hurting employer brands:

Mistake #1: Not recognizing the implications of a candidate-driven market.



According to the survey, 86 percent of recruiters and 62 percent employers agree the professional labor market is candidate-driven in most industry sectors.

The best candidates have other job options, so your value proposition must clearly articulate how coming on board would benefit their career.

5 HIRING MISTAKES THAT MAY BE HURTING YOUR BRAND (cont'd)

Assuming that candidates should feel lucky to be invited for an interview with your company is probably the biggest mistake of all.

Focus on providing a streamlined and positive interview process that keeps applicants informed of where they stand every step of the way.

Most importantly, be sure that everyone on the interviewing team provides consistent messaging about the role and clearly articulates why your company culture and values make it an enviable place to work.

Mistake #2: Believing that compensation is the top deciding factor for high performers who are looking to make a job move.



Forty-nine percent of employers believe competitive salary is what's most attractive to candidates about their organizations.

Seventy-two percent of recruiters say the top deciding factor for a job move is advancement opportunities.

So, opportunity trumps compensation.

While compensation is important to candidates, immediate and long-term advancement opportunities are what drive talent to join a new company, as improved compensation is implied with upward mobility.

You need to have real examples to share with candidates regarding how your best employees advanced within the company and how upward mobility is a part of the organization's culture.

Mistake #3: Deciding that a key strategic hire must always be a permanent employee.



More companies are creating blended workforces that include permanent hires and highly-skilled contract employees.

The survey indicates that 63 percent of employers are either offering contract engagements, or are giving more thought to them, based on the level and requirements of the role. Knowing how to attract a contract worker is key.

While competitive pay is a starting point, skilled contractors need to be sold on the value their expertise will bring to your project, as well as the potential to be exposed to new technologies, and...

5 HIRING MISTAKES THAT MAY BE HURTING YOUR BRAND (cont'd)

ways of approaching business that will expand their professional experience.

Your recruiter can help you determine when it makes sense to bring on a contractor, and then help you fill and provide back office support for these engagements.

Mistake #4: Making your employer branding and engagement strategies a one-dimensional effort.



Bringing on strategic hires is the top focal point for many employers (39 percent).

Recruiting is now going beyond the realm of simply finding talent, by executing a more comprehensive array of strategies -- both proactive and reactive -- that will position companies as employers of choice.

As you begin developing these strategies, be sure to include members from all departments.

Their insight will help deliver a more well-rounded, targeted approach to employer branding and employee engagement initiatives.

Mistake #5: Requiring candidates to endure at least three interviews.



Fifty percent of employers are frustrated most with the lack of skilled talent in many sectors. While this is a common challenge, hiring authorities need to be able to act quickly when they come across great candidates.

Lengthy hiring practices are the main reason companies are unable to keep top candidates engaged, and ultimately get them to accept a job offer.

Alternative measures like team interviews where companies ask candidates to participate in routine business exercises such as brainstorming or planning sessions, can provide insight on the applicant's personality and likelihood of fitting in to the company culture, while reducing the interview process from three to two steps.

Final Thoughts

When you put these 5 hiring mistakes together, it's clear how they may be impacting your employer brand and your ability to attract top talent in an already tight candidate market.

If you want to attract and retain the best talent, you'll need to revisit your interviewing and talent management approaches to create a strong employer brand.



**LET'S BUILD THE TEAM
THAT WILL LEAD YOUR
COMPANY INTO
TOMORROW.**

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TALK TO US



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