



Not Hired to Find Good Candidates

By Bruce Dingman

Most search firms can find good candidates...however, we strive for “excellent” candidates. So...what makes for an excellent candidate? It can be any number or combination of qualities, including:

- Fitting the values, personalities and management style of the owners and/or organization.
- Growing the organization in sales, profitability, new products or services.
- Maximizing individual and team contributions.

There are numerous examples of where our services bore incredible results:

- A Vice President of Manufacturing for an industrial products company who three years later became the President of the company. The firm was later sold to a foreign \$3B conglomerate and we’ve gone on to do three more VP searches.
- A VP-Marketing and Planning for a major airline who two years later was promoted to EVP and is still there four years later.
- The President of an international non-profit organization that re-energized and cast a new vision that has made the organization the foremost respected in its field.
- The Chief Financial Officer who was so attracted to and challenged by the position and organization we recruited her to, that a few months later she turned down an offer to return to her prior employer as CEO.
- The CEO who turned around a family-owned consumer products company so that in two years sales were up 50% and profits up 200%.
- A Director for a \$300M utility’s board was recruited who had at age 28 been treasurer of a major retailer and gone on to merchant banking.

The key to the selection of excellent candidates is not in the search firm’s ability to “find” candidates who fit the technical needs of the job, but rather taking a major step beyond to do an excellent job “match-making.”

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