



Services designed to deliver leadership

For over 30 years, companies have called upon Handler & Associates to help grow their leadership base. We focus our search practice on C-level and director level leadership talent and deliver exceptional results for our client partners. Our track record of success has enabled us to become one of Atlanta's most respected executive search firms.

Finding exceptional leadership candidates is a challenge. The best individuals are usually already employed, well compensated and content in their jobs. Regardless of economic conditions, the demand for leadership always exceeds the supply. As retained executive search consultants, we consistently deliver top leadership talent with speed and efficiency.

Needs Analysis	We meet with the client in person to develop an understanding of the client's organization, culture and requirements of the position.
Position Profile	Written documentation outlining the scope of the position, its impact, the responsibilities and other essential requirements is prepared.
Research Strategy	A formal methodology is individually tailored for each assignment prioritizing the various sourcing techniques to be utilized to identify qualified candidates.
Research Execution (Search)	Thorough independent research is done on each assignment and a comprehensive search for qualified candidates is conducted.
Assessments	An exacting evaluation of potential candidates, including in-depth personal interviews, verification of experience and credentials and determination of cultural compatibility is done. This provides the client with an adequate basis for independent and expert recommendations. A behavioral assessment tool is often employed as part of the assessment process, particularly for senior leadership positions.
Presentation	Only the most qualified candidates are presented to clients. We submit concise oral and written reports that include information about employment and salary history, education, management abilities, product, market, and technical knowledge, reporting relationships, communication skills, and those personal intangibles that create the cultural fit.
Interviews	Interviews with candidates that clients wish to meet are scheduled at the earliest possible opportunity.
Reference Checking	Information obtained in the reference checking process is critical to the hiring decision. Our detailed and time tested methodology provides clients with the appropriate insights from people who know the candidate best, former supervisors, peers and subordinates, this aids the client in making the right selection.
Negotiation	Candidates are inclined to share their inner motivations with a third party, That places us in a unique position to assist our clients in structuring a competitive compensation package that fits into corporate parameters while providing appropriate incentive to the candidate.
Follow Up	The search process is not complete when a candidate is hired. It is essential to remain in contact with the new employee during the critical notice period in order to reduce the possibility of acceptance of a counter offer. Additionally, "On Boarding" is a systematic post employment methodology of continuing communication with both employee and the client. It helps eliminate any misunderstandings and accelerates working relations and positive impact of the new hire.



The Typical Time Cycle

