



ROPELLA *Executive Search*

GROWING GREAT COMPANIES

THROUGH GLOBAL TALENT DISCOVERY,
ASSESSMENT AND CONNECTION

ARE THE WRONG PEOPLE OR THE WRONG HIRES MAKING IT IMPOSSIBLE TO FULLY EXECUTE YOUR DESIRED CORPORATE STRATEGY?

Does your organization have the skills, time, and resources to properly source and court transformational, A-player, passive candidates? C-suite leaders and board members shouldn't have to waste time screening the wrong candidates who don't have the right skill sets, industry-specific experience, and/or drive to accomplish your longer-range goals and objectives.

Ropella's SMART Search System® enables your organization's talent strategy to be its strongest competitive advantage. We welcome the opportunity to leverage our best practice, talent-centric search solution – the goal being to evolve your organization's recruiting from a tactical function to strategic success while maximizing your return on the hiring investment (ROI).

WHAT SHOULD YOU DO ABOUT IT?

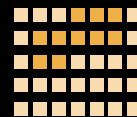
Solve key leadership vacancies highly effectively improving hiring results and connect to industry leaders that will create a sustainable competitive advantage.

We've invested 35+ years researching hiring process and executive search best practices, developing our own tools, and continuously improving our SMART Search System®. We did so to provide our clients unparalleled, reliable and predictable hiring results.

The SSS has four key components our clients tell us are critical differentiators to our shared success.

This process-driven system impacts an organization's long-term success, enhances its employment brand, and yields high quality transformational hires.

OUR RESULTS SPEAK FOR THEMSELVES



10 BUSINESS DAYS
To Qualified Candidates



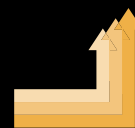
60 BUSINESS DAYS
Speed to Placement



95%
Search Completion Rate



98%
Long-term Stick Rate



36%
One Year Promotion Rate



65%
Annual Rate of Repeat Business

WHY SHOULD YOU CALL ROPELLA?

Each day a position sits open, it costs your organization substantial time, money, and extensive resources.

We have developed three time-tested calculators to help senior leaders evaluate the real hidden costs of a poorly managed talent strategy. This technology is part of our proprietary client management dashboard:

- The Cost of a Vacant Position
- The Cost of a Bad Hire
- The Cost of a Rejected Offer

Comparing these losses and costs justifies a strong argument for using Ropella's proprietary SMART Search System®.

STRENGTHEN YOUR EMPLOYER BRAND

As your partner, Ropella's own marketing experts will work closely with your organization and marketing team to help you build and promote your world-class Employer Brand, specific to each search we execute on your behalf. We've had great success helping many Fortune 500 brands improve their recruiting through the use of our custom-created opportunity marketing pieces and candidate marketing tools.

ACHIEVE HIGHER SATISFACTION FROM CANDIDATES AND THE HIRING TEAM

As Ropella manages your candidate experience from start to finish, all your candidates will walk away satisfied with the hiring process experience and with a favorable view of your organization. Always remember—every candidate could be a current or future customer.

IMPROVE YOUR EMPLOYEE ENGAGEMENT AND RETENTION

Everything about your hiring process (job descriptions, scheduling interviews, offer letters) will color the candidate's opinion of you as an employer and set the tone for their eventual acceptance (or rejection) of employment. Candidates with smooth hiring and onboarding experiences begin their first days as more engaged, enthusiastic, and satisfied team members.

RECOVER YOUR TIME

The single largest cost of talent acquisition is time. Like most companies, your HR team likely spends a lot of time balancing competing priorities. This common hurdle makes it difficult to delineate and prioritize which talent acquisition strategies will consistently attract top talent. When HR teams are pulled in different directions, their recruiting effectiveness suffers greatly.

PARTNER WITH ROPELLA AND LET US MANAGE TALENT ACQUISITION AND DELIVER YOUR DESIRED RESULTS.

ROPELLA SPECIALTIES

- Developing highly focused hiring strategies
- Crafting engaging job descriptions and target marketing them
- Managing the full candidate recruiting experience
- Managing the offer and acceptance process
- Developing custom strategic onboarding programs

ACCESS THE ROPELLA ADVANTAGE

Connect with us today to schedule a discussion or consultation and put our people and process to profitable use!



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