



# SMART<sup>®</sup>

## SEARCH SYSTEM

RECRUIT SMARTER, NOT HARDER

## TRANSFORMATIONAL HIRING

The *SMART Search System*<sup>®</sup> has transformed hiring in the same way Six Sigma revolutionized manufacturing. We've invested 35+ years researching best practices, developing our own tools, and continuously improving our SMART Search System<sup>®</sup> to our clients with precise, predictable hiring results unparalleled in the search industry.

### STAGE 1 | SMART STRATEGY AND LAUNCH

#### 1 ALIGNING EXPECTATIONS

Before taking on a new assignment, Ropella aligns expectations to ensure we're partnering efficiently and effectively. We discuss the hiring process, evaluate the research needed, and review the overall search strategy within the hiring team.

#### 2 SEARCH STRATEGY CONFERENCE

To ensure that Ropella presents your opportunity effectively, we conduct a comprehensive Search Strategy Conference to discover critical company information (its cultural dynamics and management style), the available position, and key strategic opportunities/issues you wish to capture (or resolve). We identify the preferred companies and best titles to target (with our strategic research partner Xcavate), ensuring that best-in-class information research methods are being utilized to uncover those highly coveted, passive, A-player candidates.

#### 3 OPPORTUNITY MARKETING PIECE

Our team designs a custom-created Opportunity Marketing Piece that is used to attract the best passive candidates. This comprehensive 6- to-12-page pitch book promotes your companies most attractive features (i.e., products, markets, culture description, management style, position description, and location overview).

#### 4 SKILLS SURVEY

We create a custom skills and experiences application based on the must-haves for your opportunity. This allows us to identify and select the most qualified "A" and "B" candidates for submission ("C" candidates are set aside to avoid wasted time).

#### 5 SCORECARD

All candidates are thoughtfully screened during the interview process and assessed based on skills and experience, cultural dynamics, management style, compensation, and relocation fit.

#### 6 ASSESSMENTS

We assess past performance (as well as corporate and team cultural fit) with various personality, communications, and leadership-style profiling tools. We also offer pre-hire, function-specific assessment tools, and on-the-job testing exercises.

## STAGE 2 | SMART RECRUITING AND INTERVIEWING

## STAGE 3 | SMART HIRING AND ONBOARDING

### 7 RECRUITING

Comprehensive recruiting campaigns are conducted to source, target, and recruit the highly-qualified, passive candidates. Top selections are then submitted for interviews, as we cultivate relationships between our clients and candidates.

### 8 INTERVIEWS

As you interview and evaluate the first slate of candidates, Ropella continues to recruit and build an additional slate of optional candidates (preventing momentum loss and unnecessary delays).

### 9 CANDIDATE INTERVIEW DEBRIEF

After each interview, we debrief with candidates to ensure the opportunity continues to be the right fit for their career.

### 10 HIRING TEAM DEBRIEF

After each interview, we debrief with the hiring team to discuss candidates as we continue to move through the interview and final selection stages.

### 11 REFERENCES & BACKGROUND CHECKS

We offer a variety of reference-checking options. Harver is a unique and highly productive web-based tool we prefer to use on most searches.

### 12 COMPENSATION BENEFITS AND RELOCATION ASSESSMENT

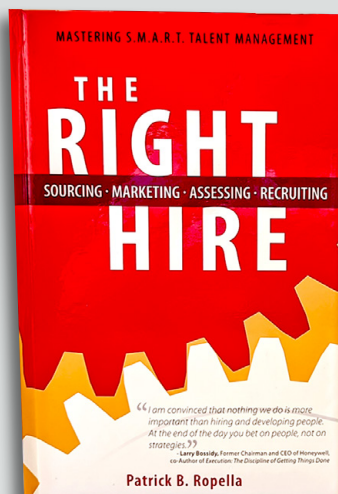
Ropella's proprietary Compensation Comparison Calculator compiles a variety of complex earning factors into a concise Offer Strategy Summary, thus ensuring that clients don't lose the perfect candidate to any other counteroffers (or competitors)..

## REAL EXPERT ADVICE

With 35+ years of recognized search experience, Patrick Ropella knows how to find and recruit the right talent.

*"Patrick, thank you for all that you and Ropella do for Dow. The processes and systems you have applied (from The Right Hire) while working with Dow have proved very valuable over many years of service."*

ANDREW LIVERIS, CHAIRMAN AND CEO, DOW CHEMICAL 



"Patrick Ropella's current book, *The Right Hire*, gives us proven principles and focused strategies to identify, attract, motivate, and measure talent in any field. If you need relief fast, read and put into practice what's in this book."

GERRY ROCHE  
SR. CHAIRMAN, HEIDRICK & STRUGGLES

Purchase your own copy of  
*The Right Hire* by clicking this link!