

LEAD YOUR WAY SOLUTIONS



Executive Search and Recruitment

Lead Your Way Solutions offers full cycle recruiting for all levels of an organization. Our combination of recruiting, business consulting and leadership development expertise makes us uniquely qualified to find the right candidate to move your business forward. For more than 15 years, we have helped companies not only improve business performance and accelerate leadership development, but also establish effective, sustainable corporate cultures by finding compatible candidates who are ready to contribute to a successful, unified team. Our approach includes several phases:

Discovery Meeting and Action Plan

In partnership with your organization, we gain an understanding of your management style and culture as well as the requirements and expectations you have for the future employee. We meet with the hiring manager to ascertain desired characteristics and strengths for the candidate, as well as the challenges, goals and objectives of the position. Based on all of this, we develop a comprehensive position description and create a detailed action plan and timeline.

Recruiting Practices

We employ a proactive recruitment strategy tailored to attract quality candidates. All available and appropriate marketing channels and advertising methods, including job seeker websites, industry publications, social media, e-blasts, local colleges and university alumni offices and events are used in our recruiting efforts. Referrals from our own database and network of clients also provide a valuable resource for finding top candidates. We thoroughly evaluate and assess potential employees and then work to build robust relationships with the

appropriate candidates, a critical component in helping you make the right hiring decision.

Selection Process

Once we have identified the top candidates, we develop a comprehensive packet of information on each person. In preparation for the selection process, we work with your team to prepare questions and provide tips for conducting meaningful interviews. In addition, we coordinate schedules, transportation and lodging, and provide overall support to ensure a productive and seamless process for you, your organization and the candidates.

Assessment Tools

As part of our process, we incorporate behavioral assessments as another level of insight into the top candidates. We are certified to use a variety of assessment tools including Birkman and Keirseay. We choose the tool that best matches your company goals for the individual and position. We focus on the five-factor model of personality in the assessments, which are key factors that play a role in identifying a candidate's success in a new position.

The Offer

After a series of interviews, consideration of references, and insight from the assessment, we will navigate you and the candidate through compensation conversations and the negotiation process. Our goal is to have everyone involved, ready for discussion and able to make a comprehensive decision in this final stage, so there are no surprises when it comes time to present the final offer.

By helping connect you and your organization with the right candidate, we pledge to you that there will be improved organizational effectiveness, and sustainable results. Our commitment to you remains even after the search has been successfully completed. We will continue to stay in close contact with you, and the selected candidate, to ensure complete satisfaction for everyone.

Our Experience



CEO & Founder: T. Michael Nally

As a former Army Ranger and current entrepreneur, Mike brings a unique perspective to developing the next generation of responsible leaders. He blends his passion, military experiences, advanced education

and corporate expertise with an unwavering commitment to leadership growth.

Prior to forming Lead Your Way Solutions in 2003, Mike spent 15 years working in corporate environments, ascending to multiple corporate executive positions including Executive Vice President, President, Chief Operating Officer, and Chief Executive Officer.

Mike advanced his study in leadership with a B.A. in Military History from University of Maryland and an M.A. in Organizational Leadership from Gonzaga University. He participated in renowned professional development and leadership development programs including the Disney Institute and GAP International Executive Challenge program.



Talent Manager: Robyn Cronin

For over 20 years, Robyn has led executive searches and recruiting for a range of small and large companies, the State Department, international schools and private businesses.

She began her career as an Assistant Director of Admissions for Elon University, interviewing and recruiting potential students. Since then, Robyn has led searches for headmasters for international schools, Vice Presidents, Software Engineers, and everyone in between.

With more than 12 years of experience working and living overseas, Robyn has a unique perspective and appreciation for diverse cultures, evolving environments and fluctuating situations. By taking the time to study and understand the people, culture, strengths, and challenges of the companies and organizations she supports, she is able to design a strategy for hiring, training, and retaining talent that leads to optimal business results. She believes the hard skills are easy to find, it's the soft skills that set candidates apart and make lasting partnerships.

Robyn has a degree in Management from Elon University, and an MBA from American University.

