

# LEAD YOUR WAY SOLUTIONS

## EXECUTIVE SEARCH



## Taking the lead in finding top-notch leaders

Lead Your Way Solutions has been helping organizations not only improve business performance and accelerate leadership development, but also bring people on board who have the capabilities, competencies, chemistry, and cultural compatibility to hit the ground running and excel in their role.

Our collaborative approach combines your knowledge of your organization's needs, goals and culture with our expertise in identifying and recruiting high-quality, job-ready leaders.

### Discovery Meeting and Action Plan

Finding the right candidates starts with understanding what "right" means to you. We work with you to understand your culture as well as the requirements and expectations you have for the future employee. We meet with your organization to determine desired characteristics and strengths for the candidate, as well as the challenges, goals and objectives of the position. Based on this data-gathering, we develop a position description and create a detailed action plan and timeline.

### Recruiting Practices

We use a proactive recruitment strategy tailored to attract quality candidates. All available and appropriate marketing channels and advertising methods are part of our recruiting efforts. Referrals from our 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.

### Selection Process

Once we have identified the top candidates, we develop a comprehensive packet of information on each person. To prepare for the selection process, we work with your team to develop 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 Insights

Does a potential leader have the traits suited to lead in your organization? Potential hires should not only have technical skills and industry knowledge, they should have the strengths and passion to feel comfortable in their job, be truly interested in their role, and contribute to thought diversity in your organization. As part of our process, we incorporate The Birkman Method, a behavioral assessment that provides an additional level of insight into top candidates highlighting important qualities that reach beyond resumes and interviews.

## The Offer

After a series of interviews, consideration of references, and insight from the assessment, we will navigate you and the preferred 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.

**“Mike and his team custom design and deliver services of an exceptionally high standard. They provide training and solutions that are business-focused, measurable and effective—and they are fabulous to work with!”**

~ Sharon Abrams, Human Resources Manager, Commonwealth Trust

## Our Experience



### **Mike Nally, Founder & CEO**

Established in 2003, Lead Your Way Solutions has grown from the vision and capabilities of our founder and CEO, Mike Nally, a serial entrepreneur and creative innovator with a passion for service and a commitment to helping our clients excel. As a former Army Ranger and current entrepreneur, Mike 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.

**Let's work together to find your organization the right talent.**

**LeadYourWaySolutions.com | Info@lywsusa.com | 302.581.9243**

