



Your Dedicated Recruitment Team

Sherwood Talent Solutions matches your recruiting needs with the highest-quality executive candidates. While our primary focus is on the wide spectrum of human resources talent, we are well-positioned to meet our clients' needs for other mid- and senior-level executive talent. This practice is a division of Sherwood Learning Solutions, a premier provider of customized learning, talent management consulting and curriculum for almost 20 years. We offer a highly individualized and professional results-oriented retained search process that is flexible and customer focused. Our "hands-on" approach to recruitment is one of the cornerstones of our client partnerships.

Our Partnership with You

Relationships are everything to us at Sherwood. As a result, we are committed to a personal relationship with each client. When you engage Sherwood to conduct an executive search, you get a senior partner whose team uses a highly customized and proven process to identify the best candidates for executive leadership roles.

Through our depth of experience in the field and our proprietary network of candidates, we can quickly source national talent to meet your precise needs. We invest the time to understand your needs and concerns, and we work collaboratively with you throughout the process.

Our Process Ensures Success

Sherwood's Executive Search Process includes four proactive phases:

1. Understanding Your Needs
2. Developing the Pool of Candidates
3. Interviewing and Assessing Candidates
4. Facilitating the Selection Process

Susan Gottlieb, managing director of Sherwood Talent Solutions, has more than 25 years of human resources experience, including 15 years dedicated to executive search and talent acquisition. Susan was a member of Korn/Ferry International's Human Resource Center of Excellence and has held positions as director of recruiting with UBS and national director of recruiting with PriceWaterhouseCoopers.

Susan has worked with large global clients, as well as small businesses (under \$300 million) and start-ups. This includes a US-based Big Box retailer, where she acted as a national account director overseeing the recruitment outsourcing initiative with a mandate to fill more than 200 field HR roles within six months.

Key searches include:

- Head of OD and leadership development for a consumer products company
- Global talent acquisition lead for a global leader in pharmaceutical services
- VP, HR-shared services, for a global technology leader
- Senior director of recruiting for a major retailer
- VP, compensation and benefits, for a healthcare services firm
- Multiple national HR manufacturing roles

Sherwood Talent Solutions: Helping You Build Your Leadership

- **Understanding Your Needs:**

One of Sherwood's strengths in executive search is our ability to grasp the complexities of your organization – the cultural nuances, leadership, background and personality that will result in the right fit. Even before our first meeting with you, we research your organization and your management team, and we explore your competition and the market for similar positions. Our upfront and thorough due diligence is vital to a successful search outcome.

We gain a solid understanding of your business environment, culture and leadership needs. We meet with your staff, hiring executives and other stakeholders to learn about issues that led to the search, understand how the position fits with your goals, collaborate on the competencies needed for the position, and draft a position description and recruitment strategy.

- **Developing the Pool of Candidates:**

Once a tailored recruitment strategy is in place, Sherwood draws upon its extensive resources to identify a cross-section of interested candidates who are technically qualified for the job and who possess the experience and qualities to succeed. Our resources include a national network of talented and experienced executives, target companies and personal contacts that yield an initial slate of qualified candidates.

- **Interviewing/Assessing Candidates:**

Once the pool of candidates is developed, we carefully evaluate each candidate's strengths and potential against the competencies needed for the position, and we present only those most qualified. During this phase, we conduct in-depth interviews that allow

When you have leadership needs, Sherwood has solutions. Our longevity and name recognition in the human capital arena position us as executive search experts who can find the best candidates – high-caliber executives who are culturally astute and highly adaptable.

Our reputation is based on the value we provide to clients through a consultative and relationship-based approach. We invite you to partner with Sherwood when you need the highest quality human resources leadership that can deliver solid business results.

us to assess skills, career aspirations, motivations, interests and salary expectations. We also facilitate any formal behavioral testing or assessment tools that are needed. We then present you with a select group of candidates.

- **Facilitating the Selection Process:**

At this stage, we partner with you to facilitate the selection process. We help hiring executives plan interviewing strategy and questions, confirm each candidate's credentials and provide an objective analysis of a candidate's qualifications, competencies, assessment results and cultural fit. In short, we ensure a comprehensive end-to-end process that answers your questions, focuses on the requirements of the position and ensures the best candidate for the opportunity.

When you are confident you have a candidate who fits the position, we can help negotiate a win-win offer. Once the offer is accepted, we assist with the onboarding process. And Sherwood always follows up with both you and the new hire to ensure that both of you are benefiting from the relationship!