



THE CARLISLE GROUP
An Executive Search & Recruitment Firm

Consulting Services

The Carlisle Group (TCG) is known for our search and recruitment successes, but our team can assist you with many issues beyond recruitment. Our Search Consultants strive to take on any challenges that you or your organization may face. The following list is a basic outline of what we offer, though we are open to customizing any service to provide you with the best possible solution. Please reach out to us for a complimentary exploratory conversation.

-
1. **Outplacement Services** (resume review, interview coaching, search assistance, etc.)
 2. **Compensation Research & Analysis** (market analysis, C.O.L. adjustments, positions to specific departments, internal department assessments)
 3. **Market Analysis and Research** (total rewards programs, compensation, relocation packages, non-competes, culture, intangibles like working remotely, etc.)
 4. **Organizational Design**
 5. **Position Profile Creation** using metrics and personality assessments (use for recruitment, performance evaluations, training, career-pathing, succession planning, etc.)
 6. **Succession Planning Strategies** (departmental to organizational)
 7. **Career-pathing Strategies**
 8. **Relocation Package Analysis** (internal structure, content & options, competitive analysis, etc.)
 9. **Non-compete Clauses and Payback Agreements** (considerations, content, competitive analysis, etc.)
 10. **Effective Communication** (training, performance evaluations, goal setting, collaborative efforts, company policies, etc.)
 11. **Talent Acquisition Department Guidance** (creation, best practices, applicant tracking systems, database management, recruitment strategies, interviewing processes, etc.)

The Carlisle Group (TCG) offers consulting services on a project, flat fee, or per hour basis. We look forward to speaking with you further about how our consulting services can help you.

Tony Frey, Chief Sales Officer | tef@tcgrecruit.com | (P) 717-827-4403
WWW.TCGRECRUIT.COM