



THE CARLISLE GROUP

An Executive Search & Recruitment Firm



www.TCGrecruit.com

Our **NEW** Vision

The Carlisle Group (TCG) helps clients identify, hire and retain better talent!

Simple and somewhat understated, it gives us the impetus for everything we will do across our organization moving forward.



Intelligent Services

- + Permanent Placement
- + Professional Interim Staffing
- + Emotional Intelligence (EQ-i)
- + Predictive Performance Profiling
- + Skills Assessment
- + Background Screening
- + Internet/Market Research
- + Relocation

Consulting Services

- + Outplacement Services
- + Compensation Research/Analysis
- + Market Research/Analysis
- + Organizational Design
- + Position Profile Creation
- + Succession Planning
- + Non-Compete Clauses
- + Talent Acquisition Dept. Guidance

Our Extensive Network, Seasoned Leadership Team, Unique 7-Step Recruiting Process, Intelligent & Consulting Services and Global Partnerships empower us to deliver a true 360° solution!

Industries We Serve

With a solid team of experts, we place candidates cross-functionally with organizations in the following industries:

P&C/Wholesale Insurance
Nonprofit
Healthcare
Grocery Retail
Restaurant Retail/Foodservice
Food & Beverage Manufacturing
Distribution/Logistics
General Manufacturing



Working one-on-one with each of our clients is critical to building healthy, prosperous and long-lasting relationships. Our approach is comprehensive. We:

- Ask insightful questions**
- Offer “best in class” products/services**
- Define workable processes**
- Present customized solutions to meet your individual needs**
- Communicate honestly to ensure exceptional results**

Our goal is to help you build “sustainability” into your organization with every hire.

Accolades & Achievements

When exceptional talent is the requirement; When you need a comprehensive and discerning solution; When you need to “get it right” the first time...

You need a progressive, award-winning executive search and consulting firm.

TCG is only as good as our last act of service, and our reputation in the industry is unrivaled.

TCG was part of the MRINetwork from 1996 to 2020 and during that time:

- Ranked in the Top 3% of approximately 400 recruiting offices globally
- Was recipient of “President’s Gold Club” distinction for 15 years
- Celebrated three-time “Eastern Region Account Executive of the Year,” #2 “Search Consultant of the Decade” and “Top 50” Search Consultants
- Boasted eight “President’s Pacesetter” recipients -- top 10% of all Search Consultants worldwide events
- From 2016 to 2019, TCG was a Top 10 office globally
- Was named Forbes - America’s Best Executive Recruiting Firms 2018, 2019, 2020



In 2020, TCG made the move to invest 100% of our time, money and energy into growing and expanding our brand as a stand-alone business.

- In 2021, we celebrated our 25-Year Silver Anniversary
- Over 755 C-Suite searches completed (as of April 2021)
- Over 4400 searches executed and completed since 1996 (as of April 2021)
- 98% overall customer satisfaction approval rating since 1999
- Each member of TCG’s Senior Leadership Team holds 22+ years of tenure



What Makes TCG Stand Out From the Rest?

TCG embraces both the challenges and rewards associated with a true partnership. In the ever changing world of business, an effective partner will not only be responsive, but proactive; offering options, finding solutions and never hesitating to ask, "What if...?"

As your business partner, we understand that each project has unique requirements. TCG offers a host of products and services to customize a solution that best fits your needs.

Retained/Engaged Executive Search

- On-Site Visit
- 360° Solution
- Dedicated Team Commitment
- 4 to 1 Candidate-to-Hire Ratio
- 96% Fulfillment Rate
- Weekly Market Research & Progress Report

Professional Contract/Interim Staffing

- Executive, Management or Technical
- Simple and Timely Process
- No Administrative Burden
- Flexible Commitment
- Competitive Pricing

Exclusive Contingency Executive Search

- Cold Call Market Penetration
- 30-day Placement Guarantee
- Ability to Customize with A' la Carte Options

Speaking Engagements

Succession Planning / Recruitment

- NAMIC Farm Mutual Forum/ TnAMIC Manager's Conference, "Finding and Retaining Talent in Small Communities"
- NYIA Conferences, "Getting Back to the Basics" ; "The Risks You Need to be Aware of"; "How do you predict the future? Build a succession plan"
- WAMIC, "Succession Planning - Building the Fundamentals"
- VAMIC/PAMIC, Panel discussions
- Waterstreet Insurance Software Conference, "Building Your Bench Strength – Who's the Beneficiary of your Succession Plan"
- The Army War College, Carlisle PA, "Transitioning from the Military to the Business World"
- NAMIC Claims Conference, "Succession Planning for 2020"
- Carlisle Area Personnel Association, "Talent Acquisition Necessities for 2020"

Retention Strategies

- Demotech & Waterstreet Insurance Summit, "Creative Strategies to Get and Retain Resources"

Performance Profiling

- PAMIC, "Generational Gap"
- HRP of Central PA Fall Conference, "Effective Communication: Beyond the Perception of the Generation Gap"

Compensation Analysis/Interview Process

Mapping & Coaching

- MRI, "Counteroffers, Turndowns, and Falloffs - Avoiding them"
- PAMIC, "Attracting the next Generation to Mutual Company World"
- MRI Western Regional Conference, "Hard Hat Lunch Pail Approach to Recruiting"
- Carlisle Area Personnel Association, "LinkedIn"
- "Building Million Dollar Teams" - MRI Eastern Regional Conference

Organizational Planning / Development

- "Advanced / High Impact Marketing"
- "Strategic Recruitment"

TCG's Team has been featured in:

- Retail Leader
- Insurance Journal
- Best Week Americas
- Women's Business Journal
- Philadelphia Business Journal
- Manufacturing Talk Radio
- Your NY Connection Magazine
- Best's Review
- Mutual Insurance
- PA Sentinel
- The Wall Street Journal
- USA Today

Intelligent Services

The following ancillary resources can augment (or replace) your existing hiring processes to further minimize your total recruitment budget, expedite your processes, maximize retention, and further enhance your “Employment Brand”.

Professional Interim Staffing

Maximizing investment in human capital is a key opportunity for any organization. Contract Interim Staffing allows you to quickly and efficiently resolve this challenge, so that you can get back to focusing on your key strategic initiatives. Having additional staff certainly helps during special projects, unexpected events, medical leaves, or accelerated attrition.

Emotional Intelligence (EQ-i)

Emotional awareness and abilities to handle feelings will determine an individual’s overall success and happiness, even more so than IQ. Therefore, emotionally intelligent individuals are more successful in their various roles, whether as family members, or as an employee in the workplace.

**TCG is certified to administer the EQ-i 2.0® assessment and to consult, train and coach in the area of emotional intelligence.*

Predictive Performance Profiling

To assist clients in the selection and improvement of their staff, TCG utilizes a state-of-the-art behavior assessment and development technology, which empowers managers to effectively match the behavioral tendencies of candidates and staff with the behavioral requirements of specific positions and organizational cultures.

Skills Assessment

Skill testing is an efficient way to identify and select the most talented candidates to ensure better hiring decisions, as well as to assess the training needs of the active workforce. Our partner offers more than 900 validated assessments for clerical, software, call center, behavioral, financial, health care, industrial and technical job classifications, and much more.

Background Screening Services

Partnering with the leading provider of employment and background screening services, we can deliver fast and accurate information regarding background checks, drug testing and other key verification and assessment services.

Internet Resource / Market Research Services

TCG hosts an Internet Research Team whose primary focus is to research companies, blogs, social pages, professional organizations, universities, etc. in order to find “hidden” candidates and networking contacts, supplement market research and to truly be the firm’s eye on the web.

Relocation Services

This cost-effective relocation operation can provide cost of living analysis, home finding help, mortgage assistance and significant savings on moving and travel costs.

7-Step Search Process

From detailed start-up meetings and thorough position descriptions—to weekly status reports with candidate updates—to offer negotiations for the final candidate, TCG is here to support your search endeavors, as well as guide, consult and manage the process to completion. The following is an overview of our 7-Step Search Process.

1- Defining the Client's Opportunity:

- Obtain a thorough understanding of the role, scope and impact points of the position
- Learn about company and department culture
- Create a personality profile for the position
- Reconfirm ideal candidate profile, search parameters and expectations to ensure satisfaction

2- Building a Strategic Recruiting Campaign:

- Present search assignment to Project Team, to include: Senior Manager, Project Manager/Coordinator, Internet Research Team and Administration
- Create presentations and marketing designed to attract peak performers
- Search TCG's proprietary database for targeted companies, qualified candidates and networking contacts
- Construct a social media campaign
- Advertise the opportunity on several major job boards via the internet
- Source, recruit and screen candidates from all venues

3- Qualifying Candidates:

- Conduct in-depth behavioral based interview
- Confirm technical and cultural compatibility
- Evaluate candidate's accomplishments, motivations and objectives
- Obtain candidate's authorization for any additional confirmations, i.e. background checks, education verification... as required by client
- Gauge the candidate's interest by their ability to support their decision to move forward

4- Presentation of Candidates:

- Provide complete package of information on each "short list" candidate to include: Executive summary, resume, additional profiles and assessments
- Review and discuss each candidate with the hiring authority to ensure full disclosure
- Establish interview date, time and location and schedule selected candidates

5- Interviewing:

- Obtain post-interview feedback from client and candidates
- Schedule follow-up interviews
- Notify turndown candidates

6- Offers:

- Obtain verbal offer from client
- Close the candidate on the opportunity, "potential offer" and start date
- Extend verbal offer on behalf of client.
- Upon acceptance of verbal offer, facilitate the written offer with the client

7- Follow up:

- Coach and monitor candidate throughout the resignation, counter offer and on-boarding process
- Consult and coordinate with client regarding on-boarding process to ensure a smooth transition
- Send satisfaction survey to client as a continuous improvement initiative

Consulting Services

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.

Outplacement Services

Resume review, interview coaching, search assistance, etc.

Compensation Research & Analysis

Market analysis, C.O.L. adjustments, positions to specific departments, internal department assessments

Market Analysis and Research

Total rewards programs, compensation, relocation packages, non-competes, culture, intangibles like working remotely, etc.

Organizational Design

Position Profile Creation

Using metrics and personality assessments -- use for recruitment, performance evaluations, training, career-pathing, succession planning, etc.

Succession Planning Strategies

Departmental to organizational

Career-pathing Strategies

Relocation Package Analysis

Internal structure, content & options, competitive analysis, etc.

Non-compete Clauses and Payback Agreements

Considerations, content, competitive analysis, etc.

Effective Communication

Training, performance evaluations, goal setting, collaborative efforts, company policies, etc.

Talent Acquisition Department Guidance

Creation, best practices, applicant tracking systems, database management, recruitment strategies, interviewing processes, etc.

A Note from Our President/CEO



When The Carlisle Group penned its vision statement, we understood that we had to be both responsive to change and unwavering in our ethical and professional standards in order for our business to achieve the success and longevity we desired. It is with commitment and passion that we made our vision a reality and the cornerstone of how we build, sustain, and achieve new heights in our business relationships.

While many things have changed since our incorporation in 1996, we still see many similar challenges in today's business world. The economy will continue to expand and contract. The financial markets will rise and fall. Regulations, political direction and global events will all influence supply and demand in multiple industries.

We understand that great people are needed by organizations so they can succeed in today's tumultuous business environment. It is no longer acceptable to simply view a staffing need as one dimensional. We offer a consultative approach to craft a customized solution for all scenarios and challenges. Our goal is to exceed your expectations and offer various options to fulfill your needs.

We invite you to set up an exploratory conversation and look forward to working with you!

Bert

Bert Wendeln