

# WHERE IS YOUR PAIN?

**How do you find the right people for your company and then retain them?  
These are the most important decisions and challenges for your business.**

BEST is a business advisory and retained executive search firm. The relationship with clients allows us to truly understand the human capital and industry challenges that effect your business.

**We are not transactional.  
We are not headhunters.  
We are not contingency recruiters.**

BEST is simply your total talent and HR solution identifying professionals that align with the culture, behaviors and results valued by your organization.

## HUMAN CAPITAL

**BEST is a retained executive search and human resource advisory/consulting firm specializing in YOU...**

We specialize in small-to-medium sized companies and address major issues and pain points affecting today's employers in a candidate's market:

1. Retention of Key Employees
2. Succession Planning
3. Leadership and Management Development
4. Lack of "A" players available in the marketplace
5. Having the wrong people in key positions
6. Your company isn't hitting the "numbers" because it lacks the top talent needed to get to the next level.



As Talent Acquisition and Management Specialists, BEST is poised to assist you in addressing these and other critical Human Capital issues. Our specialists include seasoned professionals who have experience with World-Class candidate selection techniques, assessment methods, job benchmarking, behavioral-based interviewing and retention and succession planning.

BEST has delivered high-level, critical hires and human capital advisory for some of the world's leading companies in our target industries. To us, executive recruiting and human capital advisory is a science, not a transaction. Our process and recruiting methodologies are based on a consultative trusted advisor relationship with our partners. Joined together with our subject matter expertise and constant communications with our network contacts, we match the right people with the right companies or identify human capital solutions for your future organizational health.

***Retained Executive Search & Strategic Human Resource Solutions***



# HOW?

Our BEST process and approach delivers the right people at the right time...

Using a combination of proven behavioral, motivational proprietary tools developed over years of fine-tuning this process, we assess and “scorecard” each candidate based on their personal, professional and financial goals. We then match them with behaviors and motivations that are important to the client. By aligning your specific needs with an optimized candidate profile, we can more accurately pinpoint and elicit mutually beneficial and lasting relationships. We call this process:



# BUSINESS ADVISORY

We know we need to do more than just provide the BEST candidates— our clients need advisory, consultation and proven tools that you and your leadership team can use to focus on priorities, get clear on issues and become a healthier organization.

**BEST Business Advisory Services include:**

- SUCCESSION PLANNING | RETENTION STRATEGIES | ONBOARD PLANNING | EMERGING LEADERSHIP
- ENGAGEMENT | MARKETING | TOPGRADING | CRISIS MANAGEMENT | SALES TRAINING
- WR<sup>2</sup> HUMAN RESOURCE ANALYSIS** | RECRUITING PROCESS DEVELOPMENT | WORKFORCE PLANNING & DEVELOPMENT

Compliance impacts nearly every area of a company regardless of its size. Small-to-middle market businesses often suffer far more exposure to compliance risk than they realize due to tight budgets, small staff, and lack of expertise in many business areas outside of operations. It is critical to get a firm handle on the risk exposure and identify the appropriate strategies and risk treatment for business growth: Safety & Security (i.e. OSHA), Human Resources, Talent Acquisition, Financial, Supply Chain & Logistics, or wherever that risk may exist. BEST advises company leadership and HR personnel around human capital risk treatment by providing your organization a thorough **WR<sup>2</sup> HR ANALYSIS (WINS - RISKS - REMEDIES)** that specifically addresses elements of Compliance, Best Practices, Strategic and Function Specific areas targeting Recruitment Practices, Record Maintenance, I-9 and overall Performance Management to name a few.

*The EEOC had a busy year last year— limit your risk with the BEST WR<sup>2</sup> HR Analysis!*



# WHERE?

Specializing in these industries and leadership roles...

## Practice Areas & Targeted Industries

- Biotechnology & Specialty Chemical
- Cannabis & Hemp
- Consumer Products (DIY, Hardware, Lawn & Garden, Pet and Outdoor Living)
- Horticulture (Ag, Nursery & Lawn & Garden)
- Hydroponics & Specialty Vegetable
- Manufacturing (PPE & Operations)
- Non-Profit
- Packaging & Containers
- Wholesale, Distributor & Retail



## Tactical & Strategic Leadership Roles

- C-Level & Executive Level Professionals (CEO, COO, CFO, CIO, CMO, CAO, CHRO)
- Engineering (Biological, Chemical, Electrical, Industrial & Mechanical)
- Finance & Accounting
- Human Resources
- Operations Management
- Purchasing & Procurement
- Restructuring & Crisis Management
- Sales & Marketing Management

# WHEN? NOW!

Let BEST help you put the right people in the right positions at your company.

*Driving your success through a focused and consultative approach.*



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