



What is the process? Please feel free to give us a call and we will work with you to evaluate how to utilize our services.



Launch Call: Once engaged we start by scheduling a meeting with all internal stakeholders. In this call, we discuss the ideal candidate, recruiting strategy, challenges and organize the process in which internal stakeholders will be engaged. We also identify five questions to ask the candidate during the screening process

Applicants: We facilitate the process, updating your ATS system, managing third-party recruiters, sourcing and screening candidates and submitting them for review. Our goal is to create a candidate pool offering the hiring manager options. Each role has a unique dynamic in which candidates "will and will not" be successful. We act as an internal Talent Acquisition partner-offering candidates for review and managing the strategy and pipeline. You retain control of the hiring decision.

Sourcing/Screening: As candidates are screened for your role, you will receive an email with the screening report and resume attached. The information on this email is what we use in creating your pipeline report. Some hiring managers, opt to schedule candidates right away and others wait until the weekly meeting to discuss. The preference is established in the launch call.

Weekly/Bi-Weekly Meetings: Through regularly scheduled meetings with internal stakeholders to review the candidate pipeline, select/develop next steps for candidates and discuss our strategy we are moving toward final selection.

Scheduling: We expedite the process by scheduling phone interviews and facilitating the additional needs of the selection process all the way through onboarding.

About Us: Anne Jackson is the Managing Partner for Exeheads.com. Anne has over 20 years experience as an Executive Recruiter and Human Resources Consultant. Anne currently provides Human Resources and Behavioral Performance Testing services to clients on an adjunct, project or consulting basis through contractual agreement. Anne has mastered a variety of human resource consulting roles in her career that puts her in a unique position to advise clients in the area of Behavioral Performance and mission critical Strategic Workforce Planning. She is a Certified Performance Analyst focusing on Organizational Development and Industrial Psychology.



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