

Services

Essentially, the best professional executive search firms work in much the same way. We all work to understand the client needs, prepare a written position specification, use the Internet and proprietary databases for research and the development of qualified candidates, do personal interviews, prepare candidate reports, check references, etc. Many search firms go to great lengths to try to make their process sound unique, but the only meaningful difference is in the recruiter, not the process. **Clients want results. Processes do not produce results—recruiters do.**

What's a WYSIWYG? Our emphasis is on WYSIWYG (What You See Is What You Get!). With us, the recruiter who sells the search does the search—no delegation to an unknown backroom staffer who does not know you and your business. If you retain our firm, you know who will do your search.

More Info: If you would like to read about our description of the search process, please see Retained Executive Search, or for our Board recruiting services, see Board Director Search . For objective advice on picking the right firm, *Selecting an Executive Search Firm* can be very helpful. Finally, if you have international search needs, please see *International Capability*.

Moving On— If none of this interests you, please skip to the next tab to see the “proof of the pudding”—lists of representative search assignments in various functional areas.

**Our job is to help you find those people.
O'Shea, Divine & Company, Inc.**