

By addressing the need to hire more quickly, efficiently and effectively, Atticus RPM is revolutionizing executive recruiting.

## the situation

Today there is a need to acquire highly-qualified executive talent more quickly and efficiently than ever. Hiring managers face a host of challenges in our post-recession economy, including

- Seasoned executives on the verge of burnout due to lean management teams.
- Internal frenzy brought on by mergers and acquisitions placing a hold on the normal recruiting process.
- Post-recession drive to cap, or even freeze, costs.
- Growth and stability opportunities demanding the immediate creation of entire departments.
- An accelerating pace of change.

These challenges put enormous strain on the ability to attract the right candidates at the right time. Today's economy calls for a new type of action, exceeding the capabilities of the traditional contingency search model without justifying the exorbitant costs associated with the retained search model.

## the solution

**A SHIFT FROM TRADITIONAL SEARCH METHODOLOGIES.** Atticus RPM revolutionizes executive recruitment with an innovative approach – a bundled project model. We simultaneously conduct multiple placements for similar departments or jobs with a single recruiting project. Fewer resources work more efficiently.

## the result

Our economies of scale create

- Enormous reductions in resources and costs that are passed along to the client.
- Larger pools of highly-qualified and fresh candidates who are more closely matched to the company's culture and needs.
- Higher levels of targeted service.
- More rapid execution of successful placements.
- The heightened service and expertise of a retained firm combined with the speed and reduced fees more in line with a contingency firm.

### THREE RECRUITING MODELS: A COMPARISON

SERVICES	CONTINGENCY	RETAINED	ATTICUS RPM
Insight into your business and culture	○	●	●
Stringent candidate vetting process	○	●	●
References and background checks	○	●	●
Regular search progress reports	○	●	●
Written candidate profile provided	○	●	●
Single point of contact	○	●	●
Bundled searches	○	○	●
Flat fees	○	○	●
Customized recruiting tools and hiring process	○	○	●
On-site by request	○	○	●
Recruiting and interview training	○	○	●
Wide placement level range: Manager to C-Suite	○	○	●
Tracking of budget and success parameters	○	○	●
Focused motivation: Fast and accurate placement	○	○	●

## THE ATTICUS STORY

We at Atticus RPM recognize that in a changed economy, the business functions critical to a company's success oftentimes need to evolve. This includes the vitally important strategies around retaining and acquiring the very best human capital. Our creation of a unique recruiting model allows forward thinking businesses to face the future with more nimble and efficient strength.

Atticus RPM is a new kind of executive search firm. We are named for *To Kill A Mockingbird's* Atticus Finch, who with honor, courage and humble dignity, envisioned the honorable path and firmly embarked on what he believed was right.

At Atticus RPM, we are individuals and independent thinkers joined into a cohesive group. Our collective "I" celebrates the belief that a time of change is the very moment when a voice of clear eyed conviction and insight can bring bold transformation.

We are committed to helping our clients achieve the best hiring results, quickly and at a fee that makes sense. Our goal is to develop long-term partnerships with businesses who will most benefit from the Atticus flexible, efficient and innovative approach.

