

SPECIAL
POINTS OF
INTEREST:

- Talent Agent Service
- Growing Practice Area

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Talent Agent—An Alternative to Traditional Outplacement Services

paul-lawrence associates has developed a program to assist professionals that are either currently employed, or have been recently downsized or outplaced, to maximize their potential to identify new career opportunities. It calls for serving as a **Talent Agent** and proactively working with the individual on a partnership basis to do more than just coach and/or rewrite a resume, but to build a customized and sustainable career program. The basic tenets of the program are:

- Understanding the past experiences and background of the candidate and mapping a strategy for determining what organizations, corporations, entities, etc., should be targeted for development opportunities.
- Evaluating the current resume or CV and utilize our consultant experiences to create a more professional and proactive dossier that includes referenceable testimonials and possibly personality assessments. This includes providing an executive summary that headlines key accomplishments and core competencies. It also clarifies work experiences, degrees, etc., to ensure the documented message is clear, accurate and concise.
- Understanding all challenges that can affect the ability of the candidate to be successful in the career initiative. This could include trailing spouse issues, current housing and relocation challenges, non-competes, pending bonus payouts, equity stakes, etc.
- Conducting mock interviews to enhance the interviewing skills of the candidate, while coaching them on best approaches to contact and enhance the potential network within certain organization or industry segments. This would include live interviews as well as telephone dialogue with objective critique on the various exchanges.
- Providing a detailed overview of the targeted organizations via our research team. Identifying key contact points (names, titles, telephone numbers, e-mail addresses, etc.) within the targets for up to ten companies, corporations and/or institutions. Collaborating on establishing contacts with human resources, talent acquisition and/or the various business units to establish a beachhead for the candidate.
- Assisting in marketing the candidate to the targets identified in the action plan.

paul-lawrence will utilize past contacts or networks to work through the various barriers in each organization to ensure that the candidate gains at least two to three discussions via telephone or live interviews. *paul-lawrence* consultants will maintain contact for 90 days after completion of this initial program to ensure that it is progressing as intended and to assist in recalibrating as necessary.

- Candidates will be asked to complete a performance survey on the program. Cost of the program is \$2500/ person. If the individual candidate is hired by a target organization within the first six (6) months, the individual or the hiring organization will be required to pay another \$2500.

For additional information, contact any of the experienced consultants at *paul-lawrence associates*.



Healthcare & Life Sciences Practice Continues to Grow

The Healthcare and Life Sciences (HC-LS) Practice of **paul-lawrence associates** has continued to grow, despite the current recession. Over the last few quarters, **paul-lawrence** has seen an increase in activity of over 20 percent compared to other periods of the last few years. We believe this is attributed to the fact that many components of this industry segment are somewhat recession-proof, the aging population of the U.S. and some of the initiatives of the new administration, excluding pending legislation regarding healthcare reform.

The growth at **paul-lawrence** has come from multiple sectors, including medical equipment and clinical product organizations such as Cardinal Health, Baxter Healthcare and Steris Corporation; pharmaceutical

companies such as Eli Lilly and Johnson & Johnson; diagnostic firms such as Meridian Bioscience; healthcare IT firms that assist attended care facilities such as Resource Systems/ CareTracker; teaching hospitals such as The University of Illinois at Chicago Medical Center, University Hospital Health Systems and The Ohio State Medical Center; and even Visiting Nurse's Associations, to name a few.

paul-lawrence associates has been active over the past two years in BioOhio, whose mission is to accelerate bioscience discovery, innovation, and commercialization of global value, driving economic growth and improved quality of life in Ohio. The organization points out that over 1,100 organizations are located in Ohio today that are in the biosciences

industry, and almost 18 percent of Ohio's working population is employed in this field. **paul-lawrence** will continue to take an active role in assisting HC-LS organizations identify their future leaders nationwide, and also participate in related panels and discussions, such as the biosciences panel held in Blue Ash, OH several weeks ago.

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Will Your Diversity Efforts Survive, Thrive or Die?

Even those firms that recognize the long term strategic value of diversity and inclusion are managing budgets more closely. Diversity officers like so many others are forced to do more with less.

As reported by DiversityInc, Diversity Spectrum and other diversity & Inclusion (D&I) reporting organizations, best-in-class diversity companies are now refocusing on the D&I core – retention, employee engagement and leadership.

highbridge associates offers a D&I review service to clients interested in identifying opportunities to improve and maximize current D&I initiatives and investment. The HBA D&I Review includes the following checklist of activities:

- Engaging Employee Resource Groups (ERGs) in recruitment and retention efforts
- Integrating D&I into existing learning and development

programs for leaders, managers, supervisors and employees

- Leveraging required Affirmative Action/Harassment training and to engage in a dialogue about the current challenges in the workplace with regard to race, gender, religion and other protected classes
- Reviewing employee opinion survey (EOS) data to ensure that perspectives and experiences are consistent across all demographic groups; then addressing disparities
- Ensure that the hiring process and the results are unbiased, i.e. go beyond diverse slates to ensure hiring decisions are made by a diverse group of managers, interview questions include diversity, and that all candidates meet a diverse group of associates
- Ensure top executives continue to promote diversity throughout the

organization as well as in the external community

- Revise and update the corporate strategy for diversity

Lastly, if your organization must downsize, ensure that people of color, women and other traditionally underrepresented groups are not over represented in the group being let go.

The D&I Review and Audit can be executed as a packaged offering at a set price of \$2,500 which includes at least one day of on-site consulting and a written executive summary report. Additional D&I consulting, training design/development/delivery services are generally charged at \$1,800 - \$2,250 per day.

highbridge associates is currently assisting clients in the development and execution of programs and initiatives across all of these areas. D&I client engagements in the past 18 months include CVS/Caremark, E.ON, Marathon, BP, US Steel, Progressive Insurance and others.

Competitive Intelligence Requests Stay Constant Even as Executive Search Slows

One of the advantages of **paul-lawrence associates'** sister organization, **highbridge associates**, is the fact that our organization will assist yours in better understanding your competition, regardless of what information you are seeking. In a time when your firm may be better positioning itself to compete as healthier domestic and international markets return, you may not be hiring at the moment, but you may want to understand where those key people are and what they are doing at your primary competitors.

Over the past year, **highbridge associates** has assisted:

- A privately-held bank to benchmark itself against its seven primary competitors. This included a detailed organizational chart with names of key leaders in the senior management three to four layers deep.
- A privately-held consumer product goods organization better understand its competition's efforts in media and communications strategy in emerging markets. In addition to placing the names of the key

players and related contact information on an Excel spreadsheet, **highbridge associates** authored a detailed report regarding how these organizations managed their media and communications programs, and what agencies supported their efforts. This effort led to the hiring of a significant director-level candidate to lead the emerging markets media and communications program.

- A publicly-held life sciences firm in understanding how at least two of its competitors were organized in a specific business segment, and who were the movers and shakers in those organizations. This program was undertaken to develop a strategy to be more laser-targeted to identify potential candidates the client organization could hire in the future to expand its own emerging program.
- A publicly-held transportation organization wanted to be proactive in building a succession plan, in the event that its North American segment leader would

leave the organization at some time in the future. They requested that **highbridge** profile its ten largest competitors via an organization chart, as well as a narrative on the path a number of its leaders took to reach their current positions. Multiple bios were presented along with recommendations on potential future candidates to fill the transporter's key role, should the incumbent leave.



These projects are provided on an hourly or project basis, and typically range from between \$3-\$10k. Clients have the advantage of both an experienced consultant base, as well as an experienced research staff. In addition, Suzanne Conroy, a former Deloitte consultant, assists in supporting this effort through her ongoing involvement in SCIP, or the Society for Competitive Intelligence Professionals.

For additional information, feel free to contact any of our experienced consultants.

Environmental Health & Safety Activity Accelerates at Various Firms



Over the past year, particularly in concert with enhanced regulations and with the retirement of longer-term employees, **paul-lawrence associates** has witnessed an increase in requests for professionals with experience in environmental health, safety and product stewardship. These requests run the whole gamut of:

1. A safe, healthy and secure workplace, including a focus on zero accidents and occupational illnesses.
2. Environmental management, including responsible use and handling of manufactured and waste products, as well as pollution prevention, reuse and recycling options and opportunities.
3. Product stewardship, which focuses on responsible handling and use of products at all stages of their lifecycle.
4. Compliance with all applicable laws, regulations and corporate standards relating to the environment and general safety, through training and awareness programs.
5. Continuous improvement in the entire spectrum of the

environmental health, safety, product stewardship and security performance, and accountability across all lines of business and their various functions.

In particular, **paul-lawrence** has assisted large firms in the energy and utility fields, as well as in the manufacturing, defense and aerospace segments, working closely to find their "next-generation" EH&S professionals.

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Working in concert, **paul~lawrence associates** and its sister company **highbridge associates** serve as strategic partners with their clients in sourcing, assessing, managing and retaining human capital. The company has built a series of industry-specific practices to support the diverse needs of its clients.

The firm's offices include US locations in **Atlanta, Baltimore-Washington, Chicago, Cleveland, Cincinnati, New York, and Sarasota.**
International Coverage: **Asia, Europe and Latin America.**

paul~lawrence associates and **highbridge associates** work with a select group of partner companies to offer its clients a broader range of services. Our joint venture partners include: **Hunt Partners, Global Lead, and Cripp Sears and Partners.** We are affiliated with: SHRM, Society of Competitive Intelligence Professionals (SCIP), Pittsburgh Technology Council, University of Pittsburgh School of Information Sciences, The Ohio State University, Fisher College of Business, Department of Management and Human Resources, BioOhio, and the Northeast Ohio Human Resource Planning Society.



Welcome To Our Ever Growing List of Clients

