



SRG 2011

Stranberg Resource Group
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www.stranberg.com

Stranberg Resource Group was founded in 1989 as a retained executive search firm. In our 20 years in business, we have successfully placed executives in many industries and functions. Our services include retained search and search advisory:

- Retained Executive Search
 - *SRG offers retained, client-centric, one-to-one executive search services to clients wanting to hire “A” players.*
- Search Advisory
 - *SRG’s search advisory services focus on companies of all sizes looking to lower the cost of hiring. We have un-bundle our expertise , thus allowing clients to engage us for only the parts of a search that they need.*

Why SRG?

The short answer: We get results, on time, with exceptional attention to client service. This means:

Results



Our clients find and hire the talented leaders they need through our services. Persistence and consistency are the keys. The rule is: never stop recruiting until the search is complete and the client is satisfied.

Talent



We create clear and compelling messages to attract World-Class executive talent to your company. Our executive interviews and assessments are customized to complement your activities and to conform to your requirements and expectations.

Passion



We take every professional step necessary to meet or exceed the time expectations for our clients. We like to win and winning means doing our job well, on time and in a way that earns kudos from our clients

Information



We use our experience to show clients how they benchmark related to position scope, challenge, career opportunity, and compensation. This information is vital to effectively managing the expectations gap that can develop in any consulting relationship.

Communication



You will always know how to find us and you will have our complete attention. We know that listening is not head-nodding. It is hearing, integrating, using (and/or sometimes challenging) the information that our clients offer us throughout a search engagement.

SRG Values

Our mission is collaborate with our clients to help them build the best possible leadership team for continued growth and success.

Client Service



We will provide unparalleled senior level executive search services that will become the bedrock for long lasting client relationships. We use a one-to-one relationship model that emphasizes responsiveness and personal accountability.

Commitment



We view our client relationships as significant trusts and as our most valuable asset. We take every necessary step to protect our clients interests and the confidentiality of the information that they entrust to our firm.

People



Our success depends on people. We will act honorably and ethically to earn the trust and confidence of each client and candidate.

Listening



Successful executive search requires the communication of thorough, accurate, and concise information. We communicate regularly and frequently with our clients so that they are always in the loop and made aware of prospective candidates, search developments and market information.

Always Learning

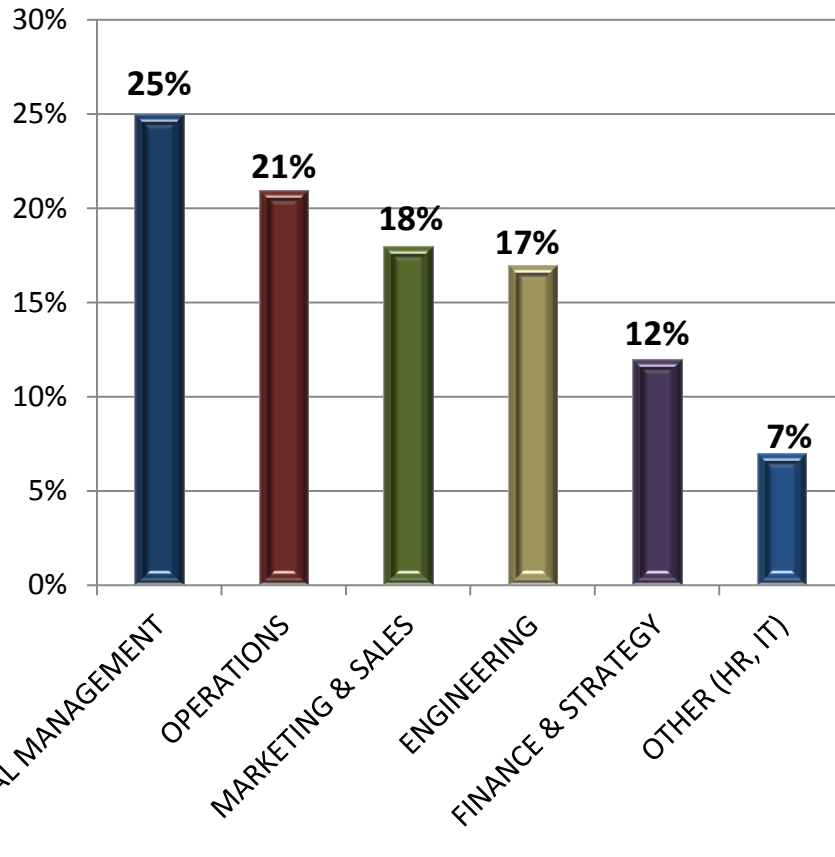


As a company, we will continue to learn from our clients, candidates, and search engagements. We will seek out and use new ideas and technologies that can enhance our ability to provide the exceptional level of service that our clients expect.

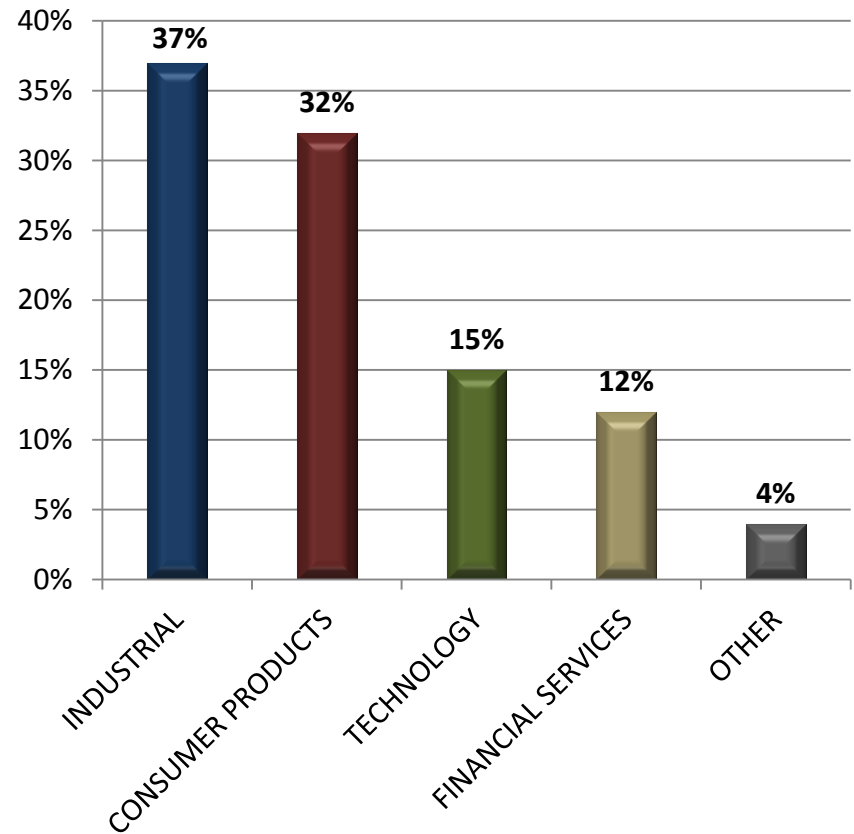
SRG Experience - Functional

We are a generalist retained search firm which, to us, means that we are engaged for our expertise at identifying and attracting “A” level executives for the major corporate and operational disciplines: General Management, Finance (VP’s and directors of Finance, Tax, M&A and Controllers); Sales and Marketing; Operations (VP’s and directors of Operations, Manufacturing, Supply Chain and Quality; Administration (VP’s and directors of Human Resources, and IT)).

Functional Experience

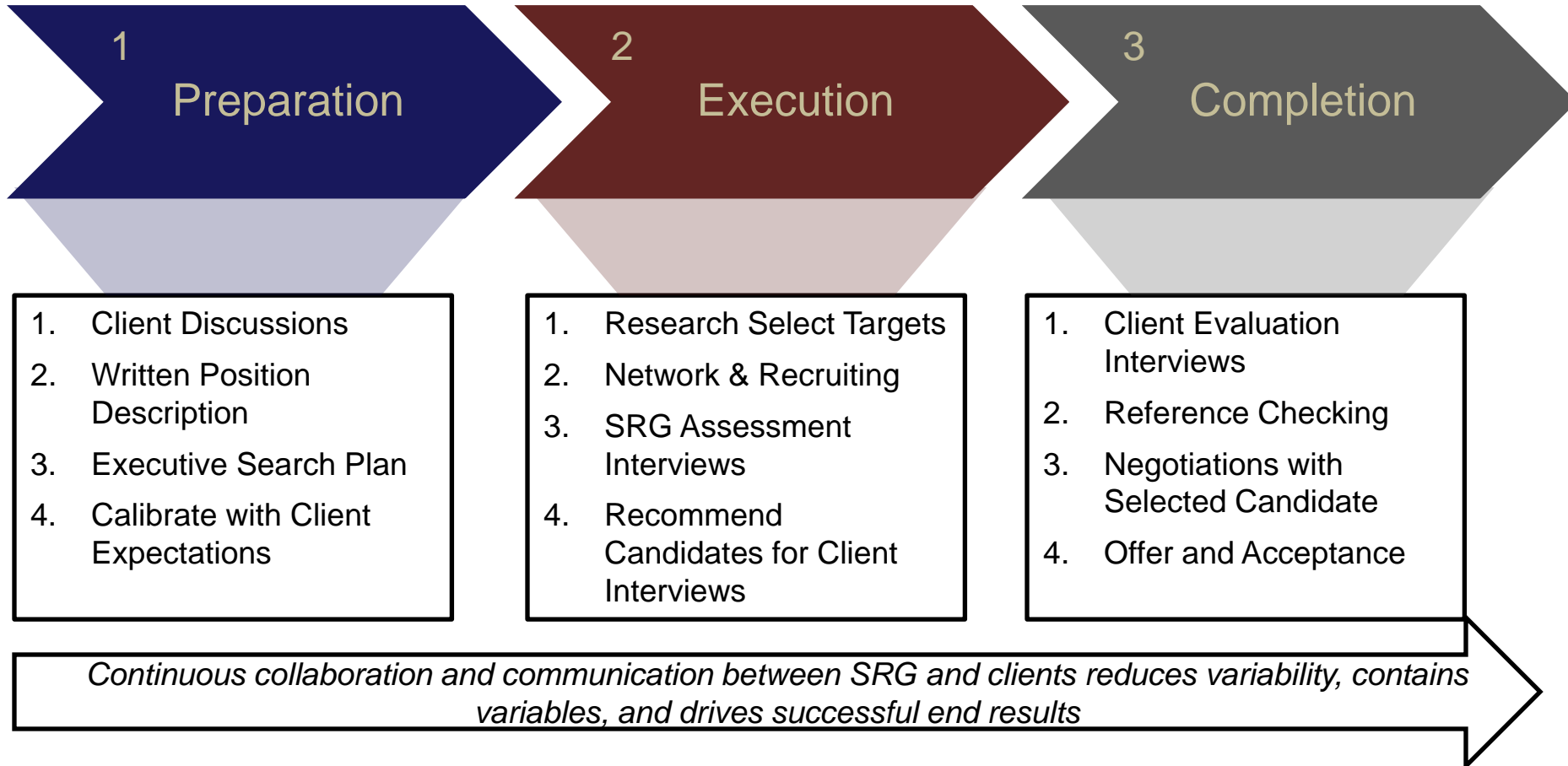


Industry Experience



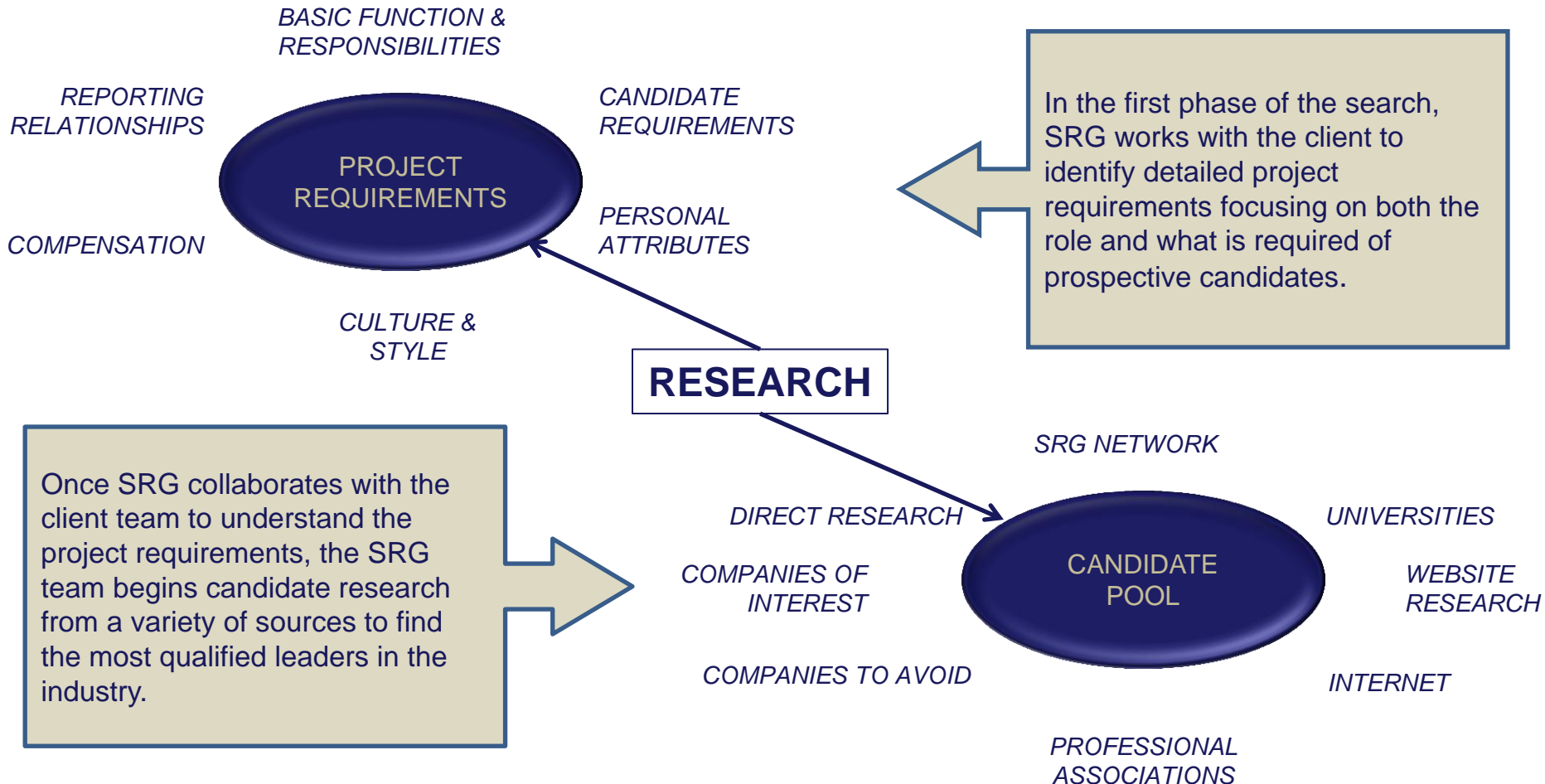
SRG Methodology

We use a proven approach for our engagements. While a structured approach is very important, the key to success in executive search is often the ability to think “outside of the box”. Observing, listening, being proactive – being keenly aware that the solution may be obvious if not for the distractions and noise in the process.



SRG Preparation & Execution

Continuous, effective research is a driving factor in the success of any search. SRG has a well-oiled, dynamic and resourceful search methodology that will bring a long list forward with names that are effectively relevant to a search project's requirements.



Candidate Assessments

SRG's research strategy finds the most qualified candidates for each search. Using our experience, project requirements, and client expectations, we perform several rounds of candidate assessments to ensure the best of the best move on to be interviewed directly by our clients. When assessing candidates we look for top tier qualifications for the job, personal traits, and potential for fit and growth.

QUALIFICATIONS

- ACADEMICS
- JOB RELATED ABILITIES
- RESULTS ORIENTED
- PEOPLE DEVELOPMENT
- ADAPTABILITY
- STABILITY
- COMPLEXITY / MATRIX
- COMMITMENT

PERSONAL

- SELF-AWARENESS
- TEAMWORK
- ENERGY / RESILIENCE
- INITIATIVE
- COMMUNICATIONS
- BALANCE
- MOTIVATION
- PASSION

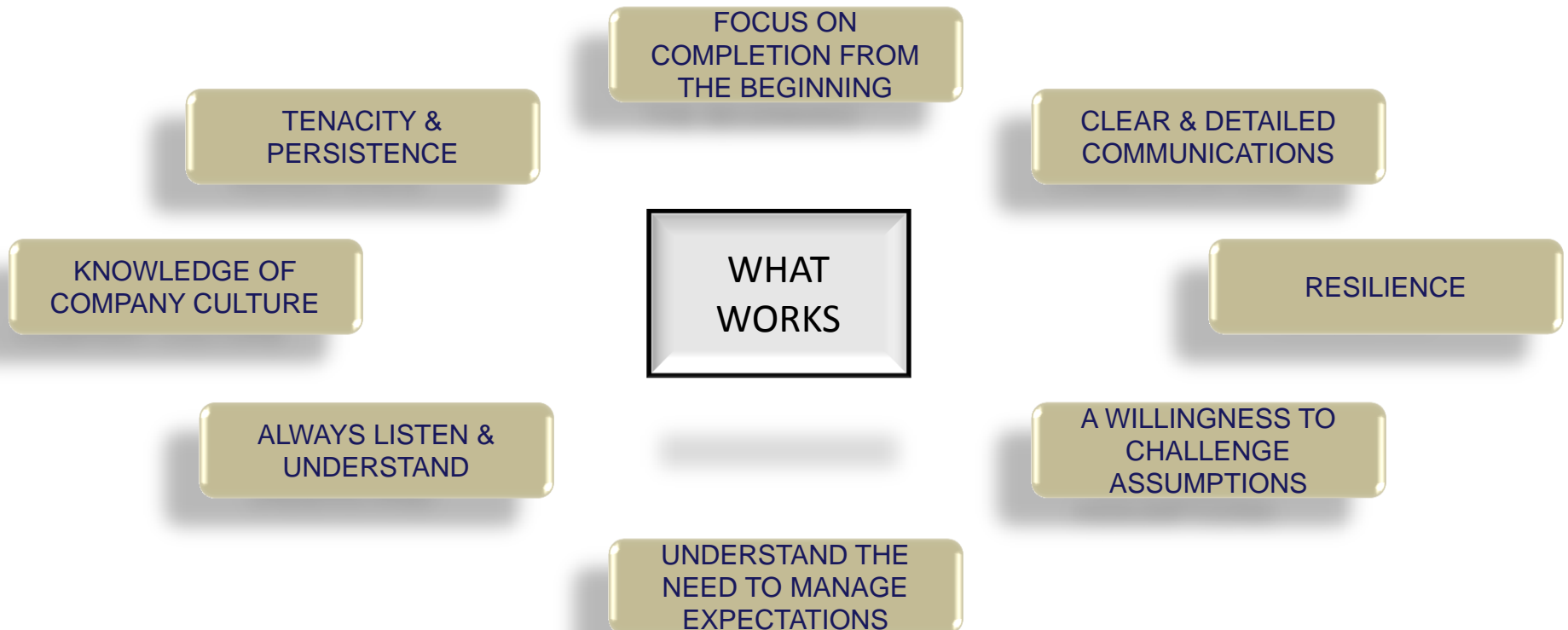
POTENTIAL

- INTELLECT
- LEADERSHIP
- CAREER PATH
- BREADTH / DEPTH
- STRATEGY / TACTICS
- RISK TOLERANCE
- INNOVATION / CREATIVITY

SRG Searches – What Works

SRG's history goes back over 20 years. This includes successful hires in a wide range of functions and locations. Over these 20 years, we have continued to deepen our knowledge and understanding of what works best in successful search.

Foremost in our success is the building and nurturing of effective relationships with members of the Client team.



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