

Next Level Coaching and Consulting

Delivered by Greg Doersching, President of Next Level Coaching

What do search firm owners *really* want in a coaching program?

- You have a real problem and you want a real answer.
- You want access when you need it, not when it's pre-scheduled for a group setting.
- You want to pick the topics of discussion.
- You don't want "pre-packaged" material, but something unique to your organization and needs.
- You want solutions that are complete in their delivery, not just theory (you want forms, language and processes).
- You want implementation follow-through help with solutions.
- You want experts to solve an issue and answers from people you trust.

For those who fit the bullets above, our Coaching and Consulting program with Greg Doersching is your solution. Some quick stats on Greg:

- Greg has been in recruiting over 25 years.
- Greg's consulting experience ranges from solo practitioners to working with one of the Top 10 Staffing Firms in the country (Elwood Staffing, consulting with them for a total of 5 years creating their professional division)
- Greg does what it takes to support his clients; he started coaching Accrue Partners in 2006 and helped build them from 6 individuals to over \$35 million in sales with over 80 employees. Greg visits their office once a month to continue to work with their team.
- Greg has consulted with multiple Pinnacle Member firms and has most likely been the one person inside more recruiting firms than any other industry trainer.

Examples of topics that can be discussed:

- Expanding your client base
- Raising fees on existing clients
- Expanding into a new niche
- Finding good hires (how to tell if someone can be a good recruiter)
- Hiring the people you find – Compensation, Bonus, Environment
- Training the people you hire – how, what, how long does it take?
- Managing the people you hire
 - Expectations, monitoring, motivation, and continuing education
- Keeping top producers from becoming competition
- Turning rainmakers into managers: should you? Why or why not?
- How big do you want to be?
- What are the PIP's that actually work?
- Evaluating your employees – how to look at the numbers, looking beyond the numbers
- Getting bigger without adding headcount as the solution
- When is it time to add people and what does that look like
- What do I want to emphasize vs what's trivia?



Packages:

- Diagnostic Session: One 90 minute call - \$500 (deducted from the purchase of any other package).
- One Month Program: Three to four 60-90 minute sessions - \$2,000
- Two Month Program: Eight to nine 60-90 minute sessions - \$3,500
- Three Month Program: Fourteen to Sixteen 60-90 minute sessions - \$5,000 (can be divided into two payments)

Deliverables:

You will receive as part of any program above any and all materials/documents/forms/templates or programs necessary for you to move in a new direction once the assignment is completed. You will have everything in your possession to move forward and achieve the results you wanted.

References (please ask for an introduction before contacting):

Jean Imbler-Jansen, President
Strategic HR Solutions
Denver, CO

Ryan Klusch, President
ATS Consulting
Akron, OH

Melissa Gladden, President
Carolina Recruitment
Rock Hill, SC

Patty Comer and Amy Pack, Principle Partners
Accrue Partners
Charlotte, NC

Mike Brannock, CEO
Workforce Unlimited/Arevo Group
Mt. Airy, NC

Bill Kasko, President
Frontline Source Group
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Patti Bossert, President
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Topeka, KS

Mike Elwood, President
Elwood Staffing
Columbus, IN

Beth Hair, President/CEO
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San Antonio, TX