

Search & Recruiting Capabilities

Get the Right People in the Right Seats with GCE



Our recruitment process breaks the cycle of insanity: doing the same thing over and over, hoping for a different outcome!

Job Origination

Job Origination is a crucial 3-step process that ensures successful hiring. It begins with a detailed questionnaire and a comprehensive discussion with the hiring manager. Using this insight, we create the ideal job profile, which serves as the foundation for generating an 8-minute behavioral assessment for candidates and composing a compelling job advertisement.

Candidate Search

Our unique forte is in “passive searching,” where we leverage the world’s largest network of qualified candidates who are not actively seeking a career change. This approach allows us to tap into an exclusive pool of top-tier talent that might otherwise remain hidden. While we do post on job boards, we find this two-fold approach more effective in generating a larger candidate pool.

Candidate Validation

Our candidate identification process is based on the Job Origination procedure, which identifies requirements for problem-solving, organizational culture fit, and motivations. We use behavioral and subject matter expert interviews to assess value alignment and technical proficiency.

Presentation of Candidates

At the conclusion of our engagement, we deliver a comprehensive presentation of all search activities, including Job Origination, candidate resumes, assessments, and interview notes (screening, behavioral, SME). While we may recommend a candidate short-list, we never lead the client to a specific individual.



Only Pay for What You Need

One size does not fit all when it comes to search & recruitment. That's why we offer a **fully customizable process**, tailored to suit your unique needs. Whether you opt for our comprehensive approach or prefer to select à la carte services, **the choice is yours**.

You may already have a robust candidate network and only require assistance with certain aspects of the selection process. In that case, **our flexible approach allows you to plug-and-play**, seamlessly integrating our services where needed. For instance, you might choose to engage with GCE on Job Origination and Candidate Validation while handling Candidate Search internally — **and that's perfectly fine with us**.

Our unique pricing model is a big differentiator. Traditional search & recruitment firms often charge 30% or higher of the candidate's first year compensation. At GCE, however, **our clients pay on an hourly basis**, which typically saves them, on average, 20% per search. Plus, our model ensures you only pay for the services you require, **without any hidden costs**.

With GCE, you're not just getting search & recruitment support — you're getting a tailored, client-centric experience designed to meet your organization's specific needs, **every step of the way**.

According to the U.S. Department of Labor, the price of a bad hire is at least 30% of the employee's first-year potential earnings.



Build your winning team.

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About GCE Strategic Consulting

Tailored Solutions Shaped by Our Foundation in EOS[®]

How We Can Support Your Team

Fractional Integrators

For organizations who run EOS[®], the Integrator position is necessary to balance out the Visionary's role. But it takes a very specific skill set to be an effective Integrator, and most internally assigned Integrators fail in the first year. By partnering with GCE, you can get the full value that EOS[®] offers. Our Founder Ken Paskins started the Fractional Integrator market in 2016 and has worked beside the most influential Implementers, including Mark O'Donnell.



Coaching & Consulting

From an EOS[®] and business leadership perspective, our team of consultants has "been there, done that." For any issue you are facing, we can connect you with a coach who has direct experience with relevant challenges.



Sales, Finance & HR

Our team can join yours to fill a range of C-suite leadership roles, including Sales, Finance, and HR. Level up your leadership team with a fractional executive who can offer senior-level guidance in critical domains without the added head count.

Grow Your Managers

Every great CEO knows the way to success is through empowered people. Your people may be good at what they do, but they've probably never had any structured leadership training. That's where we come in. GCE's **Accelerator Program** helps transform your existing managers and leaders into even higher performers.