

What We Believe

Excellence is habit forming. –Aristotle

We think it is important to have an operating philosophy that guides how we do business. Our is pretty simple:

- Excellence is habit-forming. Although we weren't there, Aristotle reportedly first floated this idea when he said: "We are what we repeatedly do. Excellence, then, is not an act, but a habit." That was one of our "start-up" benchmarks and it's what we shoot for in every engagement we undertake.
- Search is a "team sport." An ongoing collaboration between the search firm and the client, based on mutual understanding of objectives and expectations formed at the beginning of an engagement and on honest and timely communication throughout the search process.
- At the foundation of any successful engagement is a solid grasp of the business of our clients; the industries in which they operate and the markets they serve; their strategic objectives; the competitive marketplace issues that they face; and linkages between communications strategy and organizational success.
- On the communications front we need to know, at the very least, the internal and external communications challenges the organization faces; the role the successful candidate will assume in the organization; and the criteria against which that individual's success will be measured—in six months, a year, five years.
- Our long-term growth will be determined by the degree to which we contribute to the success of our clients and to the careers of the professionals we help bring into their organizations.

These ideas inform every engagement we undertake.