




Excellence in Executive Search

Randall James Monroe, Inc. is a retained executive search firm specializing in leadership, culture and chemistry fit. We caught up with President James Leverette to learn more.

 Randall James Monroe, Inc. is a Dallas based global executive search consultancy with more than six decades of collective experience in providing professional representation and guidance to clients in all areas of the retained executive search process. James outlines the firm's approach and how it works to ensure that clients receive the service they need.

"Here at Randall James Monroe, our approach to conducting executive search is based on three things: results, time and quality, all of which are driven by our belief that we are only as good as our last search. Just as each company, functional role and specific business challenge is unique, so is each search assignment. This includes the organizational leadership model, corporate culture, and the chemistry among the team. To successfully complete each executive search assignment, we rigorously follow a time-tested and proven process to guarantee results.

"To ensure success on each assignment, we factor in all critical fit aspects. In addition to meeting the fundamental requirements of filling the role with someone that will achieve the specific objectives required by our client; we specialize in determining the intangible aspects of leadership, culture and chemistry fit. These

intangible qualities bind the new leader and team together and are crucial to long term performance and organizational success. This process and approach allows our firm to deliver an exceptional leader for the exact role that a client-company is looking to fill. This includes a leader that will achieve the financial goals and business vision of each client and that perfectly matches the intangible aspects of each company's culture and the chemistry of the team they will be most closely working with."

Recently the firm has completed fourteen U.S. based executive search assignments for a multi-billion dollar, multi-disciplinary construction company. Operating across the civil, aviation and bridge and road sectors, the client needed an innovative approach, and sought out Randall James Monroe because it was a unique firm dedicated to offering true quality and value to its clients. James outlines the factors that mark the company out as the best option for market leaders.

"What truly sets Randall James Monroe apart is that we still do things the traditional way. The two most important attributes we bring to the table are honesty and integrity. In other words, we do what we say we are going to do. Also, we do not view trust as an entitlement; instead, we work extremely hard to earn our clients trust on each and every assignment. As a firm, we are focused on developing trust with

each client-company our firm represents. All healthy long-term relationships are based on trust. Subsequently, long-term relationships lead to repeat-business. Since we do very little marketing as a firm, a successfully completed search assignment is the best business development tool we could ever invest in. A happy and satisfied client is the life-blood of our business.

"In addition, our firm utilizes a "Partner-in-execution" approach, whereby a senior partner of the firm is on lead and 100% involved in each client's search from kick-off to candidate appointment. This contrasts with some of the larger search firms that may have several search assignments active simultaneously and sometimes utilize junior staff to represent a client-company. This may also include interviewing potential senior leadership candidates. In our opinion these are two of the most critical steps in conducting a successful executive search and should never be left to less than the most skilled.

"Another key advantage to working with our firm is that while we provide the same executive candidate reach as the larger retained executive search firms -- we do so without their off-limits issues. This allows us to bring a significantly expanded number of leadership options to the table for each client to consider and choose from. This is combined with our ability to deliver the

added speed, flexibility and nimbleness that only a boutique executive search firm can deliver. Where we differentiate ourselves from other firms is, we help each client find exceptional leaders that will work effectively with the executive leadership team and the board—and through their team they will achieve the goals and objectives of the organization while building a legacy of success. And finally, they will fit the leadership model, the culture and the chemistry of each client's organization."

Fundamentally, the firm's innovative approach is unmatched, and James is keen to discuss how Randall James Monroe has worked over the years to develop a focus on finding the exact right fit for each position through perseverance and expertise.

"In the business of retained executive search, you have to be able to find and attract the right leader that can successfully do the job. These are the table stakes of each search assignment—and this is our core strength. We have mastered the mechanics of conducting executive search and bring an uncanny ability to identify exceptional leaders that fit our client's culture and meet their organizational needs.

"However it should also be said that every executive search firm must be able to match skill-sets and address the table stakes

of a specific leadership role. This is where we separate and differentiate ourselves from all other executive search firms, as we have taken our executive search practice to the next level by specializing in making the leadership, culture and chemistry fit. We believe it is these key intangible qualities that act as the invisible glue that bonds the new leader to the team and the team to the new leader. When everyone is aligned from a leadership, culture and chemistry perspective then it stands to reason that everyone naturally performs to their highest and best ability.

"Based on our experience, it is the intangible qualities of leadership, culture and chemistry fit that makes the difference and is essential to ensuring long-term performance and organizational fit."

Moving forward, James foresees a number of exciting developments in the recruitment space which will allow his firm to develop and grow even further, as he proudly concludes.

"With regards to the future, technology continues to be the driving force behind innovation in most every industry, and therefore it will continue to support the process of conducting executive search, although we are confident that it will never totally take its place. Hiring an exceptional leader is still a matter of some delicacy and based on our experience, exceptional leaders are not looking at job boards. What they are doing is providing their vision, focus and commitment, coupled with their energy and passion to address and achieve the goals and objectives of their

company. To land the top talent in any industry still requires an experienced executive search consultant or advisor to personally reach out to them and engage them in a highly compelling conversation of possibility, and this will remain our core focus.

"Overall, the outlook for hiring is good. Whilst the executive search industry is a lagging indicator in this regard, having experienced several cycles of business over the years, it appears to us here at Randall James Monroe that the fog of uncertainty is beginning to clear and confidence is beginning to return, and we are excited for the opportunities that this new-found market optimism will bring for us over the coming months and years."

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