

TICONDEROGA ADVISORY

Recruitment & Executive Search

Overview of Talent Services

Learning & Development



- Management & Leadership workshops
- Skill-Based workshops
- Team Building & Performance workshops
- Custom workshops

Executive Search & Recruitment



- Advanced psychometric assessments
- High-touch, single point of contact experience
- Includes integration and executive coaching for new hires

Executive Coaching



- Fleet of certified executive coaches for single engagements or larger
- Virtual and in-person
- Leveraging assessments & custom 360s

Learning Design



- Synchronous and asynchronous; virtual, in-person, and blended
- Auditing and redesigning existing learning programs and courses
- Train-the-trainer capabilities

Keynote Presentations



- Frequent topics include Change and Future of Work, Leadership, Neuroscience and Work, The New HR
- Custom keynotes
- Speech/workshop hybrid format

Retained Advisory



- Retained hours to advise and work on all-things talent acquisition, management, and development
- Fractional Chief People Officer arrangements

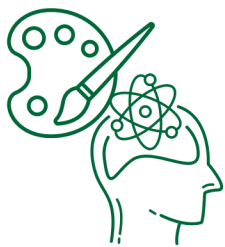
High-Touch Science-Driven Hiring



Big Search Firms once had exclusive access to available talent. Thanks to tools like LinkedIn Recruiter, those days are over.

Evaluating candidates scientifically, landing the right one, and integrating them in your existing team is what matters.

It's also what we are built to do best.



Bringing Science to the Art of Hiring

We deploy elite psychometric assessments (not just the basics like DiSC, MBTI, and Predictive Index), customized work-sample assignments, S/B Interviewing, DeepReference reviews, and even GPT-based AI tools to understand a candidate's proclivities and workplace tendencies.

You won't have any surprises with your new hires.



We Take 'White Glove' Seriously

Large search firms play a numbers game. They say yes to every search – even competing searches. They commoditize your experience in order to scale and cover their overhead. Their processes reflect their business model.

We are truly boutique. Dr. Tuber operates every single search from start to finish.

You will feel like your search is our only search.



We Stick Around to Ensure Success

We don't just drop new hires at your doorstep. Included in our services are integration meetings run by organizational psychologists and months of executive coaching for your new hire. If the chosen candidate doesn't work out, we're on the hook to replace them.

Our success depends on your new hire's success, not just their placement.

Five-Step Process Designed to Lock-In the Perfect Hire

1



Develop Candidate Profile

Work together to get clarity on the role, the offer, and create the profile of an ideal candidate.

2



We Identify & Screen Quality Candidates

We hunt for potential candidates, identify those qualified and interested, and conduct initial screenings.

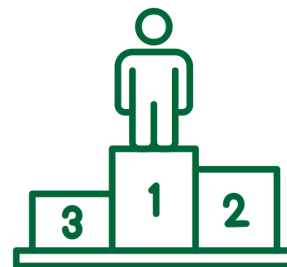
3



Present Interested Candidates

We present a short list of candidates that are seriously worth pursuing and get your approval.

4



Evaluate & Select

We create a unique process for each role that we use to evaluate candidates with a variety of techniques that are *far more predictive* than executive interviewing.

*This is where we truly shine.

5



Finalize & Integrate

We guide the presentation of an offer and mediate any negotiations. Once finalized, we're not done: our organizational psychologists help integrate and provide monthly executive coaching..

Answering these questions first helps identify the right slate of candidates and determines the tools with which to evaluate them.

The Position

Define the Role

- What is driving the need for this hire right now?
- What does this person need to accomplish in the first six months? 1-2 years?
- Who will this role report into?
- Have you contacted any potential candidates already?

Define the Offer

- What is the compensation package for this position?
- What are requirements for the location?
- When is an ideal start date?



The Person

Can they execute the job duties successfully?

Knowledge, Skills, Abilities

- What does the person in this role need to have accomplished previously/or demonstrably know how to do?
- What (tangible) skills are necessary for success in this role? (e.g. technical skills, financial acumen, software, etc.)
- What specific experiences, if any, must they have had previously?
- Are there any minimum educational and/or certification requirements? Any desired qualifications?

Will they be successful in our culture?

Competencies & Values

- Which competencies/soft skill dimensions matter most/least? (***Competency Prioritization Exercise** on page 2)
- Are there particular company values (or ethical) that this person must share or be driven by?

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Competency Prioritization Exercise

Choose the six competencies that matter **most** and three that matter least for the position. The OPQ32r assessment will help identify a candidate's proclivity for demonstrating these competencies.

"Great 8"	Competency Dimensions	Definition	Most (✓) & Least (X)
Leading & Deciding	1.1 Deciding and Initiating Action	Takes responsibility for actions, projects and people; takes initiative and works under own direction; initiates and generates activity and introduces changes into work processes; makes quick, clear decisions which may include tough choices or considered risks.	
	1.2 Leading and Supervising	Provides others with a clear direction; motivates and empowers others; recruits staff of a high caliber; provides staff with development opportunities and coaching; sets appropriate standards of behavior.	
Supporting & Co-operating	2.1 Working with People	Shows respect for the views and contributions of other team members; shows empathy; listens, supports and cares for others; consults others and shares information and expertise with them; builds team spirit and reconciles conflict; adapts to the team and fits in well.	
	2.2 Adhering to Principles and Values	Upholds ethics and values; demonstrates integrity; promotes and defends equal opportunities, builds diverse teams; encourages organizational and individual responsibility towards the community and the environment.	
Interacting & Presenting	3.1 Relating and Networking	Easily establishes good relationships with customers and staff; relates well to people at all levels; builds wide and effective networks of contacts; uses humor appropriately to bring warmth to relationships with others.	
	3.2 Persuading and Influencing	Gains clear agreement and commitment from others by persuading, convincing and negotiating; makes effective use of political processes to influence and persuade others; promotes own ideas and those of others; makes a strong personal impact on others; takes care to manage one's impression on others.	
	3.3 Presenting and Communicating Information	Speaks fluently; expresses opinions, information and key points of an argument clearly; makes presentations and undertakes public speaking with skill and confidence; responds quickly to the needs of an audience and to their reactions and feedback; projects credibility.	
Analyzing & Interpreting	4.1 Writing and Reporting	Writes convincingly; writes clearly, succinctly and correctly; avoids the unnecessary use of jargon or complicated language; writes in a well-structured and logical way; structures information to meet the needs and understanding of the intended audience.	
	4.2 Applying Expertise and Technology	Applies specialist and detailed technical expertise; uses technology to achieve work objectives; develops job knowledge and expertise (theoretical and practical) through continual professional development; demonstrates an understanding of different organizational departments and functions.	
	4.3 Analyzing	Analyzes numerical data and all other sources of information, to break them into component parts, patterns and relationships; probes for further information or greater understanding of a problem; makes rational judgments from the available information and analysis; demonstrates an understanding of how one issue may be a part of a much larger system.	
Creating & Conceptualizing	5.1 Learning and Researching	Rapidly learns new tasks and commits information to memory quickly; demonstrates an immediate understanding of newly presented information; gathers comprehensive information to support decision making; encourages an organizational learning approach (i.e. learns from successes and failures and seeks staff and customer feedback).	
	5.2 Creating and Innovating	Produces new ideas, approaches, or insights; creates innovative products or designs; produces a range of solutions to problems.	
	5.3 Formulating Strategies and Concepts	Works strategically to realize organizational goals; sets and develops strategies; identifies, develops and communicates a vision; identifies, develops and communicates a range of issues across, and related to, the organization.	
Organizing & Executing	6.1 Planning and Organizing	Sets clearly defined objectives; plans activities and projects well in advance and takes account of resources; manages time effectively; monitors performance against deadlines and milestones; achieves objectives.	
	6.2 Delivering Results and Meeting Customer Expectations	Focuses on customer needs and satisfaction; sets high standards for quality and quantity; monitors performance against customer expectations; consistently achieves project goals.	
	6.3 Following Instructions and Procedures	Not challenging authority; follows procedures and policies; keeps to schedules; arrives punctually; complies with legal obligations and safety requirements of the role.	
Adapting & Coping	7.1 Adapting and Responding to Change	Adapts to changing circumstances; tolerates ambiguity; accepts new ideas and change initiatives; seeks out new experiences.	
	7.2 Coping with Pressures and Setbacks	Maintains a positive outlook at work; works productively in a high pressure environment; keeps a positive attitude; balances the demands of a work life and a personal life.	
Enterprising & Performing	8.1 Achieving Personal Work Goals and Objectives	Accepts and tackles demanding goals with enthusiasm; works hard and puts in longer hours when necessary; identifies own development needs and makes use of developmental or training opportunities.	
	8.2 Entrepreneurial and Commercial Thinking	Keeps up to date with competitor information and market trends; identifies business opportunities; understands organizational structure and politics; demonstrates financial awareness; controls costs and thinks in terms of value for money.	

Mapped to Your
Competency Framework

Assessed with the
OPQ32r Validated
Psychmetric Instrument