



Industrial Practice Group

Overview

Recruiting optimum talent is the hallmark of DHR International's Industrial Practice. We maintain a professional commitment to serving and fulfilling the needs of our clients. The practice focuses on building strong long-term client relationships by establishing a clear understanding of client requirements and building trust, while concentrating on delivering solid, professional, value-add search services. Because our Consultants are highly experienced, from both a corporate and executive search background, we offer a solid combination of operational, management leadership and consultative expertise to our clients.



Differentiators

- Majority of DHR consultants possess more than 20 years of retained search experience.
- Fifth largest retained executive search firm in the United States. Wholly owned, private company.
- Up to two-year guarantee.
- Demonstrated breadth and depth of searches.
- Outstanding candidate behavioral assessment tools used to validate face-to-face interviews and references.
- International reach with regional and local delivery as well as Practice Group's team approach to candidate identification across all offices, resulting in thorough geographic sourcing.
- 20-day book – unique in the industry – provides you with complete search status to make certain we are meeting client expectations early in the process. (The Americas & Europe)
- Right-sized firm provides less candidate blockage and off limits sourcing.
- Consultative process and partnership with clients, resulting in 75% repeat and/or referral engagements.
- Behavioral interviewing and referencing conducted by experienced, in-house consultants and seasoned research teams.
- Spouse consultations to ascertain level of interest and obtain buy-in to potential new communities prior to presentation of candidates to clients.
- Extensive succession planning experience.
- On-boarding, transitioning and coaching programs to ensure smooth and rapid conversion of placed candidates into local culture as well as longer term success and retention.

Representative Clients

DHR has established proficiencies across all functional areas including board director, general management, operations, finance, IT, sales, marketing, business development, engineering, research and development, and human resources. Our Industrial Practice has worked at the highest level with some of the biggest names in the industry. A sampling of clients is below, and a comprehensive list of search assignments can be provided upon request.



Areas of Specialty

Areas of specialty within the Industrial Practice include:

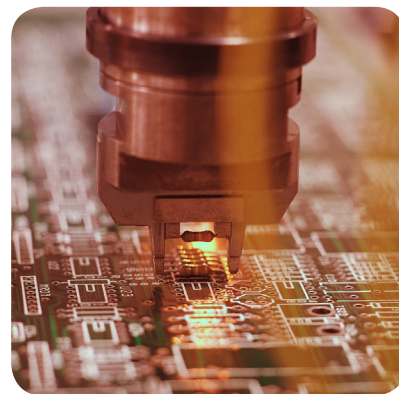
- Aerospace & Defense
- Automotive
- Chemicals & Plastics
- Durable Goods



- Mining & Minerals
- Paper, Packaging, & Textiles
- Transportation



- Energy
- Industrial Services
- Industrial Technology
- Logistics, Distribution & Supply Chain



Leadership

Our Industrial Practice Group Consultants have been successfully executing searches in the industrial space for over 25 years. DHR International prides itself on having the most diverse, experienced Consultants in the industry. Their expertise comes from proven industry experience, knowledge and key relationships.

In today's fast-paced and dynamic environment, corporations throughout the world are vying for exceptional talent. Investing in talented executive leadership and top management is the most critical decision for every business. As an extension of your management team, DHR will identify and deliver executives who will make an immediate impact.

DHR is committed to recruiting the best and most qualified talent in the world. We have attracted the most successful Search Consultants with cutting edge industry and functional expertise. This high caliber of Search Consultant will improve your recruiting process and allow your organization to better understand the marketplace and the competitive landscape.

