

## Fact:

Typically our clients' critical need for fast and zero-defect hiring puts deserved pressure on the process of search firm-based candidate evaluation and assessment.

Creative Health Concepts' objective is to present candidate finalists who routinely exceed the expectations of the hiring managers. To meet a client's special needs, CHC will commit and deploy the considerable and seasoned skills of its principals as the vetting team for final candidates.

Our process will shape an arduous gauntlet for each candidate referral to assure that those who meet our standards will exceed yours.

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# Retained Executive Search

The dynamics of the current healthcare business environment have prompted many organizations to aggressively recruit seasoned and tested executive staff. These organizations know that they face significant and immediate challenges in a number of operating arenas and their urgent need for skilled teams to confront the issues has never been greater. Growth may impose new requisites that cannot be met without added infrastructure and/or new expertise.

Creative Health Concepts focuses on serving the needs of the healthcare industry and, because of the contact made through its consulting and networking projects, has a track record of locating and recruiting successful executives from inside and outside healthcare's ranks.

CHC is uniquely suited to qualifying top rank candidates for our clients. We invest the time to learn their values, capabilities and their career requirements. Moreover, our firm's principals are committed to personally examining the candidates recommended to assure that you meet only the most qualified people.

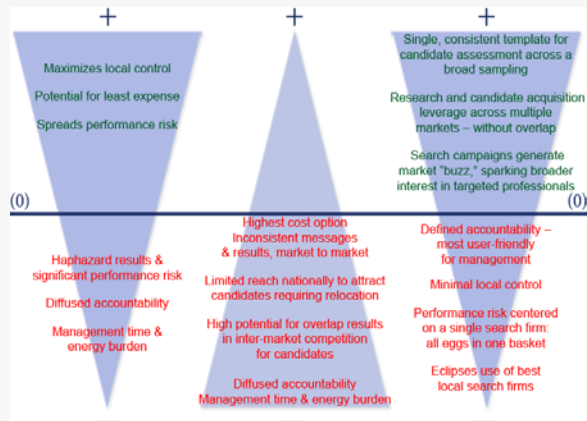
CHC began as an executive recruitment firm before moving into consulting but has always maintained its executive search capabilities.

## The Case for a National Search Integrator

While most executive search engagements are single search assignments, organizations occasionally require a coordinated, multiple market/multiple job campaign. When planning a multiple market search campaign, a client can implement one or a combination of three possible tracks:

- I. Local scouting, conducted sans search firm assistance using referrals and/or advertisements
- II. Multiple, single-assignment search firm engagements, premised upon local expertise
- III. A regional/national search campaign, managed by one, experienced search firm.

## Each option has its pluses and minuses.



## CHC Search Methodology

CHC has developed a multi-tiered search process which will assure that our clients consistently receive thorough and effective service. We customize the process to the specific needs of each client and search campaign but always maintain a rigor of the structured methodology.



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