



Helping Top Performers

Find High Performers





Top performing companies like yours don't just happen - they're built one strategic team member at a time. Perhaps that's why you are so particular about every employee. You recognize the benefits of 'made to order' retained search services, designed to not only find a qualified candidate, but also the right candidate - an individual qualified to exacting specifications, that fits your corporate culture.

Resource Development Company is a retained search firm with the core values, resources and field-proven expertise to help you build your high-performance organization. Since 1981, RDC has been helping clients meet or exceed their staffing objectives.

### **Building high performance organizations - One strategic team member at a time**

*"I've used other search firms in the past, and the objective always seemed to be getting candidates in front of me, which proved to be both frustrating and a waste of my time. RDC didn't waste my time. All the people I met with could clearly fill the position."*

**- RS, Division President**

A time-tested, field-proven process that identifies, evaluates and recruits the right people



The number one factor for achieving and maintaining your competitive edge is your people. RDC understands this probably better than anyone else, since we stake our reputation on it every time we launch a search.

With this in mind, we developed our comprehensive process that enables us to consistently meet the challenge of finding the right people.

- **Developing** an exacting job definition with 10 to 15 specific search criteria
- **Conducting** original research on each and every project
- **Maximizing** coverage by expanding the universe of potential candidates
- **Performing** comprehensive candidate evaluations
- **Maintaining** strict confidentiality
- **Providing** constant communication between RDC, you and each candidate
- **Assisting** with final recruitment
- **Supporting** the transition and ensuring the anticipated fit becomes reality

RDC is committed to excellence. Our business is not about resumes, but rather it is about understanding our clients' unique needs. We believe continuous process improvement, team-oriented problem solving and effective communications are the critical elements to building win/win partnerships with our clients. Our total quality approach underlies all aspects of our search process.

When you add RDC to your team, you benefit from a non-bureaucratic approach to doing business- an approach that was developed by business professionals who understand what it takes because we've been there. Relying on original research for each project and our commitment to work with only one client in an industry, you can count on RDC to help build your high-performance organization.

### ***RDC-Made-to-Order* search consulting**

*"RDC was particularly effective in developing a profile. They had a good sense of what I wanted and how I thought. They understood the type of person and skills we were looking for."*

- **JB, President & CEO**

*"RDC understands the organizational perspective of building a team that thinks and works well together. They looked at personality, style, and how well the candidate fits and gets along with the group."*

- **JS, Vice President & CFO**

*"RDC's screening was the best, most thorough qualification process I ever experienced. From a positive sense, this was effective personnel grilling."*

- **MK, Director of Engineering Candidate**

*"In the end, we got everything we wanted... possibly more."*

- **RC, President**



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