

COMHAR PARTNERS



Collaborate. Connect.
Cultivate.



Comhar Partners

www.Comharpartners.com



Who We Are

Our Company

Comhar Partners was formed to have all of the capabilities of the larger firms while being more nimble and entrepreneurial in the marketplace; exhibited by our people, one firm approach and our service offerings which include Executive Search, Talent Advisory Services and Professional Recruiting. Comhar Partners is headquartered in Chicago with specialized recruiting consultants in 7 offices across the US.

Our Mission

Our mission is very clear - to provide flexible and transparent service.

Our Passion

We have a passion for collaboration. Comhar, derived from the Gaelic word meaning “collaboration”, came together with the intent of providing expert recruiting in deep partnership with clients in order to solve talent management challenges.



What Sets Us Apart

- ✓ We believe that the key to success is collaboration. We will be with you every step of the way
- ✓ We have 20 industry-specific consultants
- ✓ We provide you with consultative insights
- ✓ All data that we source will be given to you
- ✓ We provide talent advisory services that will help you attain your goal of creating talent management strategies



Executive Search

Attracting top talent requires a meticulous approach in assessing executives’ abilities to be prosperous in their specific roles. Our consultants hold a comprehensive understanding of different industries and functional roles to guarantee finding your best-fit leader who will make a lasting impact within your organization.



Professional Recruiting

This contemporary search process offers flexible and scalable talent acquisition solutions tailored to attract professionals at the middle to upper levels of management. With resources dedicated to each industry and sector across the nation, Comhar Partners is beyond equipt to meet your hiring needs.



Talent Advisory Services

At Comhar Partners we understand that your goal is to create talent management strategies to attract candidates who have the skillset to take your organization to new limits in the future. We provide talent advisory services such as compensation analysis, executive assessment, and on boarding and acculturation.

Comhar Partners at a Glance



7 offices



50 team members



12 Search
Consultants



8 industry groups



1m+ contact
database



1000's of successfully
completed projects

Our Values

As a privately held,
entrepreneurial firm, we are:

- ▶ Collaborative
- ▶ Flexible
- ▶ Transparent
- ▶ Client First
- ▶ Industry experts
- ▶ Results oriented

As part of every search, our clients will receive:

Hogan Assessments:

We have multiple certified consultants working on our projects who are able to administer and interpret Hogan Assessments, including the Hogan Personality Inventory, Hogan Development Survey and Motives, Values, Preferences Inventory, and their various results.

Compensation Analysis:

We retain Organizational Research Forum, Inc., a firm with over 35 years of experience in compensation, organizational research, and human resources management and has partnered with a wide variety of organizations across a multitude of industries. Their specialty is conducting compensation research that allows companies to create motivating and competitive pay programs and practices that are aligned with overall strategic goals. In addition, they conduct employee, management, sales force, customer and competitor research.

Onboarding and Acculturation Coaching:

We offer one-on-one coaching to mitigate risks commonly associated with executive-level hires in their first 90 days. The comprehensive coaching program shortens start-up time, accelerates learning and improves productivity for new executives during the first crucial weeks after accepting a new position. With failure rates as high as 60% to 80% within the first 24 months of new executive-level hires and nearly half of new leaders failing in their first 18 months, often because of critical mistakes made at the very beginning, we know how crucial it is to have the right onboarding strategy. The two main goals of On-Boarding and Acculturation Coaching are to shorten the new hire's learning curve on the path to productivity and reduce retention risk.

Our Unique Search Process

- Comhar Partners is unique among today's Executive Search firms in that we are process driven and quality focused all while providing **both** Executive Search and Professional Recruiting.
- The hands-on approach of our consultants ensures our clients obtain the top talent available for their board, senior and strategic mid-management executives.
- Our structured process allows our consultants to assure a successful outcome as a trusted advisor to our clients.



Our consultants help you stay ahead of the curve of ongoing transitions in the Financial Services landscape. We work closely with you to assess candidates' key experiences, core competencies, and leadership potential.

Typical Project Timeline

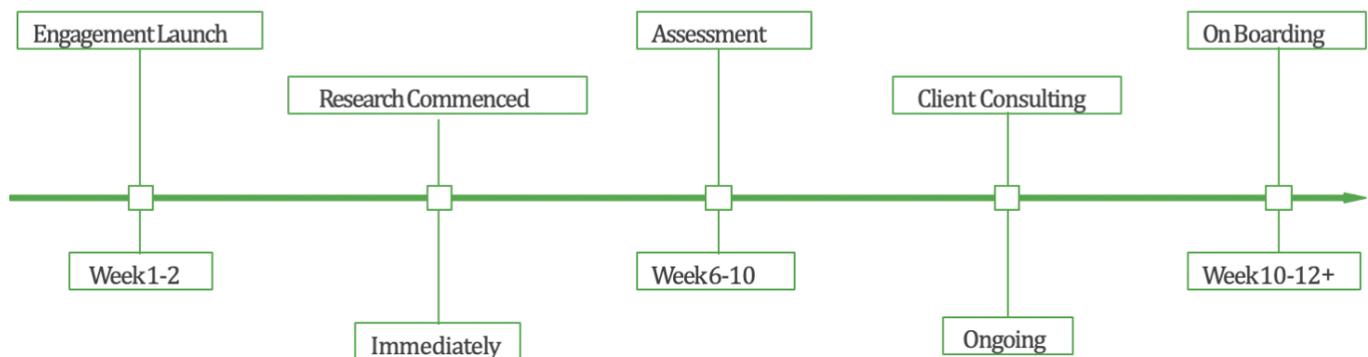
Engagement launch: identify the desired education, skills, experience and cultural fit of targeted candidates

Research commenced: build a highly qualified list of calibrated prospects and initiate pursuits of this targeted list

Assessment: initial interviews are completed and based upon results endorsed by the client; we conduct in-depth interviews and assessments

Client consulting: as the search progresses we offer counsel on all aspects of attraction, assessment and acquisition

On Boarding: continue monitoring assimilation of new hire into client organization and assure successful integration



The Industries We Serve

- ▶ Consumer Products and Services
- ▶ Education and Non Profit
- ▶ Financial Services
- ▶ Healthcare and Life Sciences
- ▶ Industrial
- ▶ Private Equity
- ▶ Professional Services
- ▶ Technology
- ▶ Chief Financial Officer