



THE KENSHO SEARCH ADVANTAGE

Enlightened Medical Technologies Recruiting

THE KENSHO GROUP VALUE PROPOSITION

At **The Kensho Group**, our value proposition to you is to deliver a search service that goes above and beyond what other search firms provide. The word Kensho is Zen Japanese and means Path to Enlightenment and Wisdom – Insight for Long Term Transformation. The Kensho Group provides a more enlightened Recruitment approach by conducting a search process that provides **detailed insight into candidates that yield better hiring decisions.**



Industry and Functional Area Specialists

- ▶ Former executives who understand what managers need and are expert at judging exceptional talent
- ▶ Proven successes in completing Medical Technology searches from Sr. Engineer to VP-level Executives
- ▶ Expert at evaluating superior talent using the **Kensho ASQ™ (Assess for Superior Qualifications) methodology**
- ▶ Superior research – utilizing multiple methodologies and tools to reach any person at any company

Assessing and Attracting Superior Talent

- ▶ Understanding and defining your business objectives and candidate success criteria using the **Kensho PREP™ (Position REquirements Profile)**
- ▶ Experienced at defining the key selling points of an opportunity and marketing the benefits of your position and company in a compelling manner
- ▶ Proven method for evaluating and presenting talent using the **Kensho ASQ™ and Kensho QUIK Matrix™ (Qualifications and Insight for Key Candidates) Profiles.**
- ▶ Ability to develop rapport with candidates and understand their career needs
- ▶ Proactively find and attract the “passive” candidates who are stars
- ▶ Unique, in-depth **VERIFY™ (Validate Experience, Results, Intangibles and Fit) Reference Checking**

“More Personal and Value-Oriented”

“Having used the ‘Big 5’ global retained firms, I can confirm that Jay and his team deliver service and results that match or exceed (them). Jay leverages his own corporate technical and leadership background to truly understand the key attributes needed for the position. He then expeditiously identifies and attracts top level candidates possessing those critical strengths, skills and experience. I recommend Jay and his team whole-heartedly.”

**- Anthony Lando
COO, The Innovation Factory
Partner, Accuitive Medical Ventures**

Guaranteed Results under our Performance-Based Priority Search Process

Process that Saves Time and Money

- ▶ Our industry expertise allows us to quickly target the right candidates for your search
- ▶ Ability to dedicate resources to fulfill your needs and reduce cycle time
- ▶ Time and labor savings – reduce your need to work with multiple search vendors
- ▶ Our processes help to make you more efficient

Our Commitment To You

To deliver a superior process and results while providing good value as well. From senior individual contributor positions to senior executives, whether retained, priority, or contingency models, our process remains the same – our commitment to quality does not waver.

Please call us to discuss how we can be of service to your hiring efforts:

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