



EXECUTIVE RECRUITMENT
SYSTEMS

MY STORY

BY: MARK THIBODEAU

I remember, years ago, when I first started in the Executive Search or Headhunting profession and I can distinctly remember one evening in particular, I had only been on the job for about 3 months or so. I remember the joy I felt on the way home from the office, because I realized that this was the profession for me – I knew that I would never do anything else for a living for the rest of my life, because I loved it. I loved having total control, and the freedom and flexibility to earn as much money as I want to - there is no cap and no one can tell me I'm only going to pay you x amount of dollars per year. I love helping my client companies secure the best talent. I love helping people all over the world advance their own career. And I loved the flexibility of being able to work at any time, from anywhere in the world.

I noticed that there were great best practices in our industry, only some of which were consistently used. After 10 years, I also noticed a lot of areas to be improved upon and, in 2002 I started my own firm – Tier One Executive Search. Because of a non compete contract, I had to start over and it was challenging, fun, and exciting.

When I first started out, I worked for a large, international firm and all of the offices were independently owned – they were all franchised. Early on, I began to see problems with this business model within the consulting business, and that is essentially what we do. You see, it's not like the fast food business where if you buy a McDonald's franchise, you are obviously getting great value in the brand name. In fact, quite the opposite happens in our industry.

At first, I couldn't understand why our offices, which were paying big bucks to corporate, were all using phantom names for the business. I'm about to use a fictitious name here – instead of using the name Executive Recruiters International of Chicago, the offices would use a name, maybe from the owners name like “John Doe and associates” or “Jane Doe Worldwide Search” . I thought: why do you pay money to be a part of something and then try to disassociate yourself from the organization? Well, it didn't take long before I figured out why – I started running into problems associated with brand reputation. I remember one incident in particular – it was in my first year as an Executive Search Consultant. I placed a call into the Vice President of sales and marketing for a fortune 500 company, marketing a candidate I was working with. You know this company - it's a household name. This VP told me he was very interested in the candidate because he had an immediate opening and thought he should meet this candidate. He told me more about the position and I later called the candidate who was also interested in the company and the position there.



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Everything was coming together nicely – I even started to go out and recruit some additional back up candidates. And then, I got a call from the Human Resources department. I got a call from a very professional and capable sounding Director of HR who proceeded to tell that the interview was not going to happen. She then told me that there was a companywide policy in place to never use our recruitment firm. When I asked her why, she told me it was because of an earlier incident with one of offices in North Carolina. I said Mary, but I'm located in Michigan and we are all independently owned offices – I have nothing to do with that office. She said that's a shame, but we still are not going to interview your candidate. It was too late – I would never do business with that company. Why because of the actions of some inferior, recruiter within our brand, who I didn't even know. The sad part is I was an specialist in that industry and I could have really helped that company - they could have been a great client. There's a better way! That's just one problem with the traditional franchise agreement in our industry.

I'll give you another problem with franchise agreements in our industry. The agreements are set up for conflict right from the beginning. I noticed with my old firm that there was constant fighting and legal battles between the owners and the corporate office over support and money. I realized that no wonder the independent owners were upset – they were locked into a 20 plus year contract and they contract basically states that as time goes on, you will pay us more and more money, for less and less support. You see what happens, and there's a graph you can refer to on our website, at first the new office gets a lot of training and support from corporate and they need it – a new office wouldn't last a week without knowing what they were doing. But as time goes on, the office gets more proficient in its day to day operations and requires less and less support from corporate. In fact, most owners after a few years know more than corporate about the day to day operations because they are living it. Well guess what – since the agreements are that the offices pay corporate a percentage of revenues, as the office gets more and more successful and better at what they do, the revenues go up and they end up paying more and more money to corporate. More and more money – less and less training and support.

What would you think, if you went in to lease a brand new car and were told that you had to lease the car for 25 years and each year the monthly payments would increase by 100 dollars. So the last 10 years of the agreement you can't even drive the car – it's rusting in the driveway and you are paying 2500 dollars a month for it. But not only that, you aren't allowed to drive any other car under the terms of the lease agreement. Doesn't that sound ridiculous? There's a better way!



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Would you like to have a profession where business leaders all over the world respect you and listen to you?

Would you like to have unlimited earning potential?

Would you like to freedom and flexibility to operate your own executive search business?

Would you like to be a part of Executive Search Systems?

HERE'S WHAT YOUR PACKAGE INCLUDES:

- Total and complete training including side by side training with the founder of ERS
- Training and support in choosing your own office to work from in your city
- Training and follow up training at your new location
- This 160 page complete business system reference manual
- This 120 page managers guide to reference while training new hires within your business so you can grow your new business.
- This resistance guide to handling situations in real time with your clients and candidates.
- A complete tools package including industry specific software that can be accessed via the internet from anywhere in the world.
- All research software and subscriptions you will need in order to tap into your market and hidden candidates.
- All necessary forms and documents can be accessed and downloaded anytime via our online, private library.
- Continuing education programs, peer group meetings with other owners, and group discounts to industry conferences and seminars

Once you are up and running, you will never pay us any percentage of any of your revenues. You will never pay us one dime. I want to be held accountable to bringing value to you. If you feel you never need any additional training or support great. If you want to take your business from 500k to 1 million dollars, or from 1 million to 3 million or from 5 million up to 20 million and you feel you need help to do that, then you pick and choose our training programs as you need them.

Thanks for your interest in ERS. The next step in finding out how this opportunity will **change your life** is to fill out the request for more information form on this site.

