

“Evidence-Based Executive Search”- Comparison Chart

Make an informed decision! Compare the actual services, results, total cost and added value provided by The Synergy Organization with those of traditional search firms.



"How Will You Know The Right One"

The Synergy Organization	The Synergy Organization	The Other Firms
Introduce Science and Metrics into all phases of the recruitment/selection processes with their proprietary Synergy Screening System®	✓	
Demonstrate their commitment to consistently delivering World-Class Quality, Service, and Results to their hospital clients through the application of Baldrige Performance Excellence Program standards in all of their business practices	✓	
Two Time Recipient of Pennsylvania's Keystone Alliance for Performance Excellence (KAPE) Award	✓	
Save you an estimated \$10,000.00 of direct interviewing expenses per search	✓	
Integrate the findings of several of their own nationally-recognized Leadership Best Practices research studies into their selection practices with your candidates	✓	
Objectively validate that what the immediate supervisor and other primary constituents say they want in this person is what they need	✓	
Objectively ensure internal consistency regarding the position's most critical success factors	✓	
Share objective feedback with you about potentially conflicting behavioral expectations and help you resolve these to avoid the “revolving door syndrome”	✓	
Utilize “Related Experience Charts” to help you compare and contrast each candidate's background and facilitate the interviewing process	✓	
Offer you proven expertise and experience from nationally recognized healthcare recruitment & selection experts	✓	
Help you avoid the frustrating and time-consuming “I'll know it when I see it” and “Monday morning quarterback” phenomenon	✓	
Provide you with a separate, individualized list of behavioral probing questions you can use with each candidate and with their references to ensure that they are well suited for the position	✓	
Conduct customized 2 hour comprehensive, structured behavioral interviews along with comprehensive leadership assessments with all viable candidates	✓	
Only refer rigorously pre-screened candidates to you so as to make best use of your limited time and resources	✓	
Provide you with a balanced analysis/realistic picture of each candidate containing both positive and potentially negative feedback because nobody is perfect	✓	
Provide you with specific written recommendations as to what you can do to select, develop, and retain your new leader most effectively	✓	
Offer the option of participating in your on-site interviews of the finalist candidates	✓	