



"How Will You Know Which is the *Right Firm* for You?"

Make an informed decision by comparing our Services, Results, and Added Value with those of traditional search firms. Use this chart to decide for yourself.

Evidence-Based Executive Search®	The Synergy Organization	Traditional Firms
Blends Science and Metrics into all phases of the recruitment/selection processes with our proprietary Synergy Screening System®	✓	
Demonstrates our commitment to consistently delivering World-Class Quality, Service, and Results to our healthcare clients through the application of Baldrige Performance Excellence Program standards across all our business practices	✓	
Two Time Recipient of the Mid-Atlantic Alliance for Performance Excellence (MAAPE) Award	✓	
Proprietary Predictive Analytics and selection criteria for extraordinary leaders developed from our own multiple, national Leadership Best Practices research studies	✓	
Conducts a comprehensive Job Analysis that identifies and cross-validates a client's <i>stated wants vs. their actual needs</i> and helps avoid the " revolving door syndrome "	✓	
Objectively ensures internal consistency regarding the position's most critical success factors	✓	
Utilizes " Related Experience Charts " to help you objectively compare and contrast each candidate's background and facilitate the interviewing process	✓	
Provides 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 best suited for the position	✓	
Provides you with a balanced analysis/realistic picture of each candidate , containing both positive and negative feedback, to give you added confidence in your final decision, along with an individualized " Owner's Manual " that includes specific, written recommendations for selecting, developing, and retaining your new leader most effectively	✓	