



ZRG Partners

Results Driven Global Search

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*Your Industrial Global Talent Management Partner*



## Data Driven. Client Focused. Flexible.

ZRG Partners, LLC is a progressive mid-sized global executive search firm that uses a proven, data-driven approach. We were founded on the principle that well-developed, actionable information and process excellence are the cornerstones of a truly successful executive search process. With this foundation mindset, a nimble structure and minimal “hands-off”, ZRG Partners provides a unique value proposition to its clients.

ZRG Partners has been serving clients for over a decade across the Americas, Asia-Pacific and Europe. Our fact-based approach helps clients make better decisions about their most valuable resource - their people.

### We do this through our service delivery model featuring:

- Retained Search for Senior Level Talent
- Board of Director Search and Board Analysis
- Hiring Process Management and RPO Solutions featuring our Z Score and Global PreVue product
- Growth Oriented Consulting and Advisory Work
- Compensation and Benchmark Studies

- ▶ **More Choices**  
We deliver a robust slate of candidates, developed through extensive and detailed original research on every assignment. ZRG’s limited “hands-off” enhances our ability to search more broadly and deliver more choices.
- ▶ **Efficient and Time Saving Process**  
The ZRG “client-designed” process drastically reduces the time requirements of senior hiring executives.
- ▶ **Data and Analytics to Make Hiring Decisions**  
ZRG brings a new level of data and analytics to help your team make fact-based hiring decisions.

### Data and Analytics to make great hiring decisions:

**Z Score** incorporates two proprietary filters into the hiring process to better identify true “A” talent. Z Score adds the “Ph.D.” view of the candidates into the equation to ensure that all candidates are a strong fit for the specific role and the company culture. Just as our clients operate their businesses using strong metrics, the ZRG Z Score solution brings strong metrics to more effective talent selection.



### Highlights:

- ▶ Over 15 year’s operating history with 23 offices worldwide.
- ▶ Extensive retained search experience with over 450 clients and over 3,000 successful placements in several industries.
- ▶ Executive search, consulting, advisory and management assessment services; Board of Director and CEO advisory services.
- ▶ Leading edge talent management solutions to drive fact-based decisions – Z Score decision making tools.

## Industrial Practice

At ZRG Partners, our recent growth has been partly fueled by a significant broadening of our product offering in the industrial sector. This is due largely to the 2014 acquisition of New Directions Search, an industrial sector search firm founded in 1980 based in Chicago. Capitalizing on our flexibility as a mid-sized firm—with a strong international reach—ZRG Partners has now established even deeper networks within the industrial sector to meet the high-demand for top talent globally.

The Industrial marketplace continues to experience rapid growth on a global basis. This transformation is fueled by advancements in technology, innovation, emerging markets and complex supply chains reaching customers worldwide. With this expansion, the need for human capital talent has never been greater.

Our expertise spans several key areas including:

- ▶ Aerospace and Defense
- ▶ Automotive
- ▶ Basic Materials (Minerals and Mining)
- ▶ Chemicals
- ▶ Diversified Manufacturing
- ▶ Energy
- ▶ Industrial Services (Construction, Infrastructure and Services)
- ▶ Logistics and Transportation

*Fast, effective electronic tools providing in-depth candidate analysis and comparison to help you make great hiring decisions!*



**Position Description**  
Sells your story to the market



**Collaborative Search Strategies**



**Compensation Grid**  
Includes detailed comparison

**Candidate Slate**  
Includes comparison grid with rated skills

## About ZRG Partners

In 1999, ZRG Partners established itself as a new generation human capital solutions provider, committed to providing a robust, complete, and information driven approach to human capital management.

Through a series of strong growth initiatives, both organic and acquisitive, ZRG has expanded and is now a global platform. While poised for continued dynamic growth, ZRG is steadfastly committed to delivering substantial, quantifiable results in executive recruiting, along with structured human capital solutions and consulting for our clients.

We offer our clients geographic capability, exceptional industry/vertical experience, unparalleled decision-making tools, and highly competent senior search practitioners – we are designed to provide the very best executive search experience.

# ZRG Partners

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