



ZRG Partners

Results Driven Global Search

Your Nonprofit Global Talent Management Partner

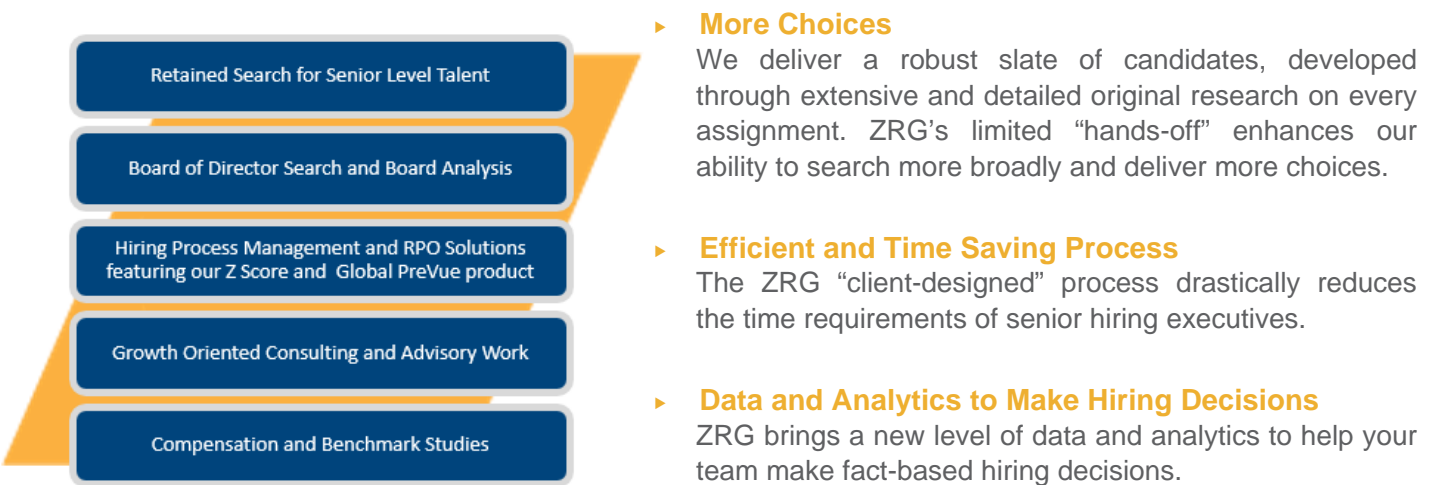


Data Driven. Client Focused. Flexible.

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:



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.

Nonprofit Practice

Hiring for Nonprofits is tricky business. How do you measure the skills and experience of a candidate against the philanthropic DNA of your organization? Do you hire a leader from another similar nonprofit, or do you bring on a skilled executive from a more nontraditional segment? Does your organization reflect the diverse perspectives necessary to effectively carry out your mission?

At ZRG Partners we invest in building longstanding relationships across nonprofit, public and private organizations. This investment gives us fresh insight into the leadership talent within these areas and enables us to assess and present qualified executives from traditional and nontraditional spaces with the leadership experience necessary to best meet your nonprofit organization's needs.

ZRG brings a unique fact-based approach to hiring for the Nonprofit sector including corporate and family philanthropies, foundations, funds, and nonprofit organizations globally. Built perfectly to meet the needs of hiring committees, ZRG's Z Score process brings data and analytics to the hiring process as well as leading edge interview feedback tools to help search committees make great hiring decisions. Combining the right tools with the right people, our team has direct experience in the nonprofit world including direct fundraising and management of leading nonprofit organizations.

Our Nonprofit team is highly experienced in:

- ▶ Executive Search
- ▶ Board Consulting
- ▶ Diversity Search
- ▶ Organizational Transformation
- ▶ Hiring Process Management



For our clients, it's all about choices and our process ensures a strong slate of candidates with great data to make smart hiring decisions. We work with Corporate & Family Philanthropies, Foundations, Associations and Cooperatives, Nonprofit Community Service Organizations, Charitable/Human Services/Trusts, Education and Cultural Arts.

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.

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