

Experience, Accountability, Service
And Exceptional Results.
Guaranteed.

JohnMarch Partners is a top-tier executive search firm recognized for innovation and redesigning the leadership recruitment process.

Our record of accomplishment in advising client organizations in leadership selection places JohnMarch Partners in an elite class of executive search firms who consistently deliver exceptional results.

Our goal is to eliminate the guess-work from the leadership selection process. Our search methodology is so accurate that we consistently offer the longest placement guarantees in the search industry.

Innovation – Our innovation is critical to your success. The business climate is undergoing dramatic changes across all sectors. These changes require executives with a new perspective, a fresh and energetic approach to problem solving, a laser focus on details, and superior communication skills.

Performance – We set clear and measurable standards of performance for each engagement.

Accountability – Accountability is central to how we manage our business and engage our clients. We meet deadlines and guarantee the quality of our work product.

Service – Client satisfaction is essential. We deliver on our commitments through attention to detail and regular communication with your team and the candidates.

The cost of a hiring mistake is astronomical.

More than 75% of our business is conducted for returning clients, a testament to the quality of our work and the leadership solutions we provide.

Mis-hires can cost companies a staggering 50 times a high-level executive's base salary, according to research of 54 major U.S. corporations.

For mission-critical positions like Chief Executive or Chief Technology officers, a mis-hire can cost more than 100 times the annual base salary.

"We trust JohnMarch Partners to deliver on their promises. They consistently deliver successful leaders for our organization."

- Chief Financial Officer, New York

The hallmark of our success is a multi-layered search process that takes nothing for granted and leaves little to chance. It begins with the in-depth site visit and carries through to the last detail of the comprehensive reference reports and presentation of the candidate panel.

Site Visit

This is the first step in the search process. It is one of the most critical phases of the Firm's search process. The Engagement Partner invests the time to learn the client's organization through interviews with key stakeholders and reviewing key documents.

Position Prospectus

JohnMarch provides candidates with the most comprehensive position prospectus in the search industry. This document details the selection criteria, performance deliverables, and the client's cultural profile.

"It is one of the best prepared documents I have seen sitting on either side of the table. I believe that the combination of search criteria and information provided will result in the best possible fit for your client and the candidate selected."

Chief Financial Officer Candidate

At JohnMarch, the Partners are actively involved in each phase of the search process.

PredictiveSelection™ is one of the most effective candidate screening methodologies to measure a candidate's competency, skill and compatibility.

Two Partners are assigned to the search engagement. They collaborate with the Firm's researchers and recruiters at every step of the search process. A Partner conducts each critical candidate and key reference interviews.

Clients and candidates can contact the Engagement Partner anytime during the search.

At JohnMarch, our commitment to service is unsurpassed.

Candidate Screening

JohnMarch is recognized for its exhaustive candidate research. Our process delivers the type of information that enables clients to make the right decision.

This dynamic and rigorous process called *PredictiveSelection™* covers five major competencies – intellectual, personal, interpersonal, management and leadership.

We begin with a chronological assessment of past performance. In the second phase, the Partner evaluates candidate performance against these competencies. In the final interview, a portion of which is videotaped, the Engagement Partner probes candidate performance against the client's organizational profile to ensure that there is a match that supports success and measurable value.

JohnMarch is one of the only search firms in the nation to provide video summaries of candidate interviews.

Organizations that embrace the strategic imperative to recruit and retain the top talent will outperform all other market competitors.

The Firm videos a portion of the candidate's personal interview with the Engagement Partner.

The video is transferred to a DVD, and a copy is included with the candidate's dossier in the client presentation books.

Client's praise this value-added feature; the video helps them select the best candidates for the site interviews.

At JohnMarch, our innovation ensures the success of your search.

Reference and Background Investigations

PredictiveSelection[™] screening is enhanced with one of the most in-depth reference and background reviews in the search industry.

Candidates are required to provide eight primary references — two superior, two peer, two subordinate and two personal.

Additional references — a list of *secondary contacts* — are developed during the various candidate screening interviews. We interview relevant secondary references to complete a 360-degree candidate performance profile.

Court records, civil, criminal, and state document databases for each jurisdiction of residence or employment are searched for the past 10 years. We also review candidate credit history for material financial mismanagement or fraud.

We can access our nationwide network of former federal investigators to conduct community visits and interview additional sources to verify key information.

JohnMarch sets the standard in executive search for background reviews.

Clients consistently praise JohnMarch for its exceptional performance.

Our record of accomplishment in advising client organizations in leadership selection, places JohnMarch Partners in an elite class of executive search firms that consistently deliver exceptional results.

Through innovation, JohnMarch consistently delivers top leaders. This is directly related to our innovative methodology.

From *PredictiveSelection™* and candidate video interviews, to exhaustive background research, the JohnMarch system is unmatched in the industry.

“JohnMarch is that good. Their process and their skill in understanding complex issues make them my first and only choice.”

- Sr. Vice President, New York

Site Interviews

A Partner will be present at most candidate site interviews. We provide the client with suggested questions, if requested, and candidate interview performance forms to guide this critical evaluation. At the client's request, we can conduct structured feedback interviews with members of the search committee or interview team.

Placement Guarantee

Our highly acclaimed search process allows us to offer one of the longest placement guarantees in the executive search industry. JohnMarch is one of the few search firms in the nation which offers this value-added benefit for senior leadership assignments.

Financial Value

Our Professional Fees are consistent with other top-tier search firms. When you select JohnMarch, you will receive a level of innovation, service, quality and accountability that is unmatched in the executive search industry. We will guarantee our performance and the tenure and performance of the candidate we recommend.

JohnMarch Partners built its value platform on a foundation of Innovation, Quality, Service and Accountability. Our performance pillars reflect industry-leading best practices.

The Firm possesses a depth and breadth of experience, from complex public and private organizations to innovative start-ups.

Our signature strength is a willingness to invest the time to understand complex organizations and the insight to accurately identify exceptional leaders.

“Their political skills and candidate screening process is the most in-depth I have encountered and their placement guarantee is one of the industry’s best.”

- CEO of Texas Public Hospital

Representative Engagements

PRESIDENTS AND CHIEF EXECUTIVE OFFICERS

*Public hospital systems
University teaching hospitals
Community hospitals
Hospices*

VICE PRESIDENT OF ACADEMIC AFFAIRS—CHIEF ACADEMIC OFFICER/ASSOCIATE DEAN

CHAIR OF PSYCHIATRY
Public teaching hospital

CHIEF FINANCIAL OFFICERS

*Public hospital systems
University teaching hospitals
Community hospitals*

DIRECTOR OF RESEARCH

Community health system

MANAGER OF PATHOLOGY, BLOOD BANK

Nationally recognized children’s hospital

The Firm's Partners have a depth of experience in a range of healthcare, medical device and technology sectors.

Our search methodology and industry expertise covers five sectors, from healthcare services and medical device manufacturers, to information technology, software development and telecommunications.

JohnMarch focuses its energy and resources on delivering superior leadership solutions to select companies in five industry sectors. By concentrating on these areas, we are able to continue our record of innovation and superior service delivery.

"Their intuitive ability to understand the needs of their clients and to select candidates who deliver superior results is outstanding."

- Chief Executive Officer, Chicago

Representative Engagements *Continued*

SENIOR VICE PRESIDENT OF OPERATIONS
Public university teaching hospital
Public trauma center teaching hospital

SENIOR VICE PRESIDENT OF FINANCE
ADMINISTRATOR OF ONCOLOGY SERVICE LINE
Public teaching hospital

VICE PRESIDENT OF NURSING
Largest county-owned hospital in Southwest.
Public teaching hospital

VICE PRESIDENT OF MARKETING
Orthopedic device manufacturer

VICE PRESIDENT OF INTERNATIONAL SALES
Orthopedic device manufacturer

DIRECTOR OF CONSCIOUS SEDATION
Analgesics manufacturer