



# Elevate Your Recruitment **with Precision**

Gain access to exceptional executive and C-suite leaders who are meticulously matched to ensure longevity and impact in your organization, setting the stage for sustained growth and achievement.

# Why is Hiring for Key Roles So Frustrating—and So Risky?

If you're struggling with a slow, inconsistent hiring process, you're not alone. **When internal efforts fall behind other priorities, timelines stretch—and those delays have real consequences.** Most leaders are already juggling too much, and adding a high-stakes search to the mix often means important steps get rushed, skipped, or handled without the focus they deserve. **On top of that, few companies have the recruiting expertise to confidently assess executive or leadership candidates.**

**It gets even more complicated when internal politics or personal relationships cloud objectivity.** Without the right strategy and behavioral insight, it's easy to overlook warning signs—or miss the ideal fit entirely. **And the cost of a mis-hire? It goes far beyond dollars. It can derail momentum, unsettle teams, and damage morale.** At PCG, we eliminate these frustrations by leading a disciplined, insight-driven search that helps you hire with clarity and confidence.



**Paramount didn't just find candidates— they understood our culture, our team dynamic, and what success really looks like in an association setting.** Paramount delivered the right people—with the right fit—for roles we couldn't afford to get wrong.

**Scott Williams**  
Ohio Realtors



# Finding the Right Talent, **the Right Way**

## Let's build your dream team—together.

At Paramount Consulting Group, we know that hiring the right people isn't just about filling a position—it's about finding someone who truly fits your culture and helps drive your business forward. That's why we take a hands-on, personalized approach to talent acquisition.

We take the pressure off business owners, executives, and hiring managers by doing the heavy lifting—sourcing and securing top-tier talent for key roles. But we don't stop there. We help onboard, train, and develop your team, ensuring they're not just effective but fully engaged in your company's success.

## What sets us apart?

We don't just look at resumes and skill sets. **We use behavioral science to match the right people to the right roles, making sure they align with your company's values and long-term goals.** The result? A stronger, more cohesive team that's built to last.

- We do not recruit from a Rolodex
- Our staff acts as an extension to your organization
- Most recruiters work on 10-15 projects at once. The most we allow our recruiters to work on are four
- We do not invoice for final payment until AFTER the guarantee period is over

## The Power of Strategic Executive Hiring

Finding the right leader isn't just about matching skills—it's about understanding their mindset, potential, and impact on your organization's success. **At PCG, we go beyond the resume, combining deep behavioral insights with rigorous skill evaluations to ensure every executive we place isn't just a fit—they're a force for growth.** Whether you need a single key hire or a scalable solution, we help build leadership teams that move your business forward.



### Reduce Hiring Risks

Our proven process takes the guesswork out of hiring, ensuring every candidate is a great fit for your organization—so you can hire with confidence.



### Hire Smarter, Faster

We streamline the selection process with a dedicated team that finds top talent more efficiently than traditional in-house efforts.



### Build for the Future

The right hire isn't just good for today—it's a long-term investment. Properly matched candidates adapt quickly, perform better, and make a lasting impact on your business.

# Our Hiring Philosophy



## What You'll Receive:

- Weekly updates on the progress of your hiring project
- A team of experts working diligently to fill your position
- Candidates who are:
  - Fully-screened to match the demands of the position
  - Fully vetted through discussion with previous employers

**90** DAY  
Placement  
Guarantee



# Choose the Hiring Solution that Fits Your Organization's Level of Need

## Trusted Advisor

Remove the uncertainty when choosing a candidate, and hire with confidence. Our behavioral analysts work with you to define the traits required for success, uncover the potential strengths and limitations of candidates, and provide insightful consultation.

## Hiring Partner

Elevate your hiring practices, and ensure your new hire is set-up for success. Our behavioral analysts actively participate in final candidate interviews to resolve areas of concern, help you select the right candidate, then lay the foundation for effective communication and teamwork.

## Full-Scale Recruiting

Take hiring off your "to-do" list and shift your focus to the other priorities in your organization. Our team of experts facilitates the entire hiring process, from start to finish, providing you qualified candidates who possess the traits for success.

	Trusted Advisor	Hiring Partner	Full-Scale Recruiting
1. Create job description	✓*	✓*	✓*
2. Create job benchmark	✓	✓	✓
3. Create initial interview questions	✓	✓	✓
4. Define recruitment strategy		✓*	✓
5. Recruit		✓	✓
6. Review resumes			✓
7. Phone screening			✓
8. Initial interview			✓
9. Survey qualified candidates	✓	✓	✓
10. Analyze candidate results	✓	✓	✓
11. Verification			✓
12. Prepare final interview questions		✓	✓
13. Final interview		✓	✓
14. Select candidate		✓*	✓
15. Make offer			✓
16. Complete background checks			✓**
17. Onboarding		✓	✓**
18. Insights-triad™ meeting		✓	✓
19. Teamworks™ training session		✓	✓
20. Management Fasttrack™ coaching +		✓	✓

✓\* Denotes PCG provides an expert review    ✓\*\* When required    + Optional at additional cost

# How We Work With Our Clients



Their process goes deeper than experience. It's about behavior, culture fit, and the traits that matter most in a service-driven organization.

**We saw an immediate difference in the caliber of candidates.**

It's clear Paramount knows how to recruit for association environments. The insights we gained during the hiring process helped us lead better—not just hire better. **They helped us avoid costly mis-hires.**

**For a team our size, that kind of support is invaluable.**



**Ryan McLaughlin**  
Northern Virginia Association of Realtors



# Other Firms Deliver Hires. We Deliver Momentum.

Our talent selection process integrates a meticulous alignment of candidates' behaviors, motivations, and hard skills with the core requirements of the role. Through this dual-focused approach, we ensure that every hire is not just a fit but a strategic asset to your team.

## 1

### Project Kick-Off Meeting

- Meeting with client's main Point of Contact
- Review project timeline
- Set communication plan

## 3

### Client Approvals Launch Search

- Approve behavioral benchmark
- Approve search parameters
- Approve job posting
- Launch search

## 5

### Facilitation of onsite Final Interviews

- Coordinate final interviews (1 full-day)
- Prep interview team with candidate insights
- Debrief and advise on final candidate selection

## “

I brought in Paramount to elevate how we communicate, collaborate, and lead—and that decision has paid off every year since. **Their behavioral insights helped me build a team that actually works well together, not just one that looks good on paper.**

Travis Kessler  
Texas Realtors



## 2

### Ideal Candidate Session

- 3-hour team session
- 3-5 subject matter experts
- Establish search parameters
- Define success traits, role expectations, and responsibilities

## 4

### Weekly Client Updates

- Review search progress & metrics
- Provide market intelligence
- Build long list of qualified candidates

## 6

### 30 Day Check-In Meeting

- Meeting with new hire and manager
- Review behavioral reports
- Align on communication styles
- Debrief early wins and challenges
- Identify development path and support needs

# Our Core Values

At PCG, our **CORE VALUES** shape everything we do.

We always demonstrate **PROFESSIONALISM** with competence, reliability, and ownership. **INTEGRITY** isn't just a word—it's at our core. We do the right thing, operating with transparency and honesty, no exceptions. We deliver **EXCEPTIONAL VALUE** in every program and to every client. Although we realize perfection is rarely realistic, we never settle in our pursuit of **EXCELLENCE**.



**Jess Biller**  
President



**Amanda Biller**  
Vice President &  
Executive Recruiter



**Karlie Saggio**  
Talent Acquisition  
Specialist



**Nicole Boudos**  
Office Manager &  
Executive Assistant



**Jennifer Suain**  
Candidate  
Engagement Specialist



**Vicki Z. Lauter**  
Senior Talent  
Manager

## Success Stories



**Shannon McGahn**  
EVP, Chief Advocacy Officer



**Breanna Vanstrom**  
Chief Executive Officer



**Anthony Hebron**  
Vice President of Marketing,  
Communications, & Events



**Brad Mock**  
Chief Executive Officer



**Craig Hicks**  
Director of Communications



**Christopher Bailey**  
Chief Executive Officer



**Pam Wiles**  
Chief Marketing &  
Communications Officer



**Veronica Cardello**  
Director of Local Govt. Affairs



**Todd Book**  
VP Legal Services



**Kyle Meister**  
Director of IT



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