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### **Abstract**

Success rate on candidate searches for clients is only 35.7%. While the client benefits by seeing extra candidates, nearly 2/3 of our effort is waste. We are not being rewarded for all of the value we provide. Firm is not helping owner realize his financial goals. (Success means we get the hire and earn the fee. There is no prize for 2nd place with current business model.)

In spite of the fact that our success rate is well above that of the industry average (30%), we have set a goal of 80% success on searches. Our basic approach was to stop taking any business that we feel like we could not convert into a hire and to enhance the reliability of our processes.

We have been successful on seven of seven assignments since instituting these changes. It's a small sample size but shows statistical significance.