

Armstrong Financial Group

Executive Search
Management Consulting

Who is Armstrong Financial Group?

- Executive Level Search
- Career Counselors
- Founded in 1992
- Specialized Niche oriented Search Firm
- Committed to excellence



What is an Executive Search Firm?

- **Not** an Employment Agency
 - Candidate Paid Fees
- **Not** a Placement Firm
 - Resume pushing & transactional
- **Executive Search Firm**
 - **Retained & Engagement Fee Searches**
 - **Contingency Searches**
 - **Results driven**

Who are our clients?

- Mid size to large Banks & Finance Companies
- State & National Commercial Banks
- Wirehouses & Brokerage Firms
- Trust Companies
- Consulting Firms
- Finance Companies



Industry Specialties

- Revenue Generating Positions
 - Financial Planning
 - Investment Management
 - Commercial Banking
 - Commercial Real Estate
 - Trust (EB and Personal)
 - Private Banking
 - Cash Management



What types of people do we place

- Typically individuals earning in excess of \$100,000 per year
 - Top 20% performer
 - Not actively looking--opportunistic
 - Career oriented
 - Driven and motivated

Where do we find our clients and Candidates?

- Industry Referrals
- Strategic Identification & Business Development Techniques
- Movement of Managers & Candidates
 - Extensive Databases
 - Our Web Site
- Good old fashioned smiling and dialing!!



What training is available?

- Comprehensive Training Guide
- Tutorials
- Situational Role Playing
- Recruiter “Mentor”
- Web-based Training
- National & Regional Seminars
- Grab someone and ask!



What is my career path?

- Account Executive / Researcher
- Senior Account Executive
- Associate Partner
- Partner



Compensation and Benefits

- Draw against commissions
- Monthly & Quarterly Bonuses
- Healthcare
- Retirement Plan with company match
- Paid vacation
- Flexible scheduling
- Independent work program

On Target Attributes

- Extravert with low patience
- Smarter than the average bear
- Entrepreneurial spirit
- Think on your feet style
- Early bird
- Risk taker
- High ethics



Knockout Factors

- Unrealistic earning expectations
- Inability to work long hours first year
- Inability to “blow off” stress
- Non-supportive home life
- “Slick” sales techniques
- Inability to create balance
- “Tell” vs. “Ask” mentality
- Fear of the phone



Getting Started (and finishing)!



- Are you a fit?
- Why is this business for you?
- Sit with a Senior Account Executive for a day
- Give References
- Negotiate Offer
- Get started!