



today's talent. tomorrow's success.™

LUCAS GROUP



Human Resources





You need Human Resources talent—from management to the C-Suite.

Where are you going to find that talent? Classified ads? Job boards? The daughter of a colleague who used to work in HR? Recruiting and retaining employees who can drive financial value is an imperative for success.

Your company's future is too important to trust to anyone but Lucas Group.

You want the best. You want them quickly. You don't just need access to highly-qualified candidates. You need to have talented, game-changing candidates become actual employees.

We know where and how to find the Human Resources talent you need for success.

Of the thousands of candidates we placed recently, 91% were currently employed. We can help you find the candidates you need and work with you to convince them to make an employment switch.



A Different Approach to Human Resources Recruiting

How do we accomplish what others can't?

First, we listen. Then we dig deeply to get to know you.

We get to know you better than almost anyone through deep and objective research into your organization. We want to know more than simply what the job entails. We do our own exhaustive research and work closely with you to understand your strategic objectives, your industry and areas of expertise, and how a premier recruiting firm can help you solve current problems and achieve long-term strategic goals. Upon completion of our research and analysis, we begin our search for the best candidate to fill your needs.

We work with knowledge, speed, and confidentiality.

Our Human Resources recruiters discretely assist top companies to find and hire transcendent HR talent. More importantly, we only place people in situations that make the most sense. Our detailed interviewing process enables Lucas Group to precisely match qualifications, cultural fit, and long-term compatibility, and ensure lasting and successful placements for both clients and candidates. We're in this for the long haul, and we'll work diligently to become your seamless, accessible, and complementary partner.

Our long-term approach separates us from the competition.

We understand our clients and our candidates, and we appreciate that hiring decisions impact people, companies, families, and careers. Everything we do reflects our deep understanding of HR and the executive recruiting process, as well as the critical importance of each placement for both our clients and the candidates they seek. We treat our clients and our candidates with professional courtesy and discretion at every point in our relationship.



As business grows increasingly global and complex, HR professionals must play a more active role in setting company strategies and ensuring their effective execution.

HR executives are risk managers, culture coaches, legal experts, and personnel arbitrators. But as financial and global competitive pressures increase, finding, hiring, and retaining top talent is undoubtedly foremost on their strategic agendas.

In addition, HR managers and senior executives increasingly deal with newer areas of emphasis. From driving organizational performance and building ethics and integrity into company culture to talent acquisition and enhancement, HR leaders need to develop more strategic, business-focused HR organizations.

Creating and managing a seamless stream of talent into your company is critical to creating a more diverse, global, and effectual workforce.



Local Knowledge and National Reach

Our Human Resources recruiters understand the nuances of local markets and the significance of global trends.

Lots of recruiting companies have tools. It's how we use them that makes the difference for our clients.

Our national reach and industry depth are critical to helping your company excel in a highly complex global environment. Lucas Group Human Resources recruiters have deep industry knowledge, both in Human Resources and executive recruiting, making our firm a perfect complement to your company.

With offices in 15 cities around the country, we know where to find transcendent talent. Consider Lucas Group a seamless extension of your Human Resources Department with sharp focus, unparalleled resources, and sophisticated recruiting technology.

We augment outstanding human capital with outstanding technology.

We employ the finest candidate tracking system on the market. It includes names, notes, contact information, and a complete history of interaction with people who are not actively searching for work but are receptive to entertaining just the right offer. You won't find these people through many of our competitors, and you certainly won't ever see them on a job board. But we know who they are; where they are; and what it would take to interest them to take the next step in their career.

Lucas Group has made significant investments in technology, and Lucas Group recruiters have augmented that with a more sophisticated implementation and utilization of tools. But the key is the integration of the technology with the business knowledge to make recruiting more efficient and effective for our clients.



Better People; Better Processes; Better Human Resources Results

Lucas Group's culture and methodologies drive superior business results for our clients.

Why? Because we have the best recruiters in the industry; we continuously train and educate them; we employ sophisticated and effective technology to enhance their skills; and we have a business philosophy that puts our clients above everything else.

The quality of the people we hire is the differentiator.

Lucas Group has a track record of hiring successful people with the intellectual maturity to thrive in HR. We hire proven, business-savvy, consultative people with a history of success. They have solid academic and professional credentials; ethics and integrity; and strong, collaborative personalities.

It's not easy to become a Lucas Group executive recruiter. But once hired, our recruiters receive the finest, most systematic training in the industry.

All Lucas Group Human Resources recruiters have either extensive recruiting or HR industry experience. They are true multi-taskers, capable of navigating the vagaries of the hiring process, in a fast and effective fashion.

Our training process begins with a highly regimented, 30-day, 28-point on-boarding process at both our corporate headquarters in Atlanta and at individual home offices. We utilize 12 training modules that teach best practices in everything from the psychology of the recruiting process to integrating technology. We then match new recruiters with an experienced veteran who mentors them in the nuances of success.

We continue training through in-house and on-line training programs. We take a highly systematized approach and focus our training on forging outstanding recruiting teams.

At Lucas Group, we're not simply a group of independent contractors. We are an integrated recruiting team that can maximize your success in Human Resources...or any other function.





We work with mid-tier to Fortune 500 clients to find transcendent Human Resources talent in all major areas, including:

- *Human Resources Management*
- *Compensation, Benefits and HRIS*
- *Compliance, Diversity and Inclusion*
- *Talent Acquisition and Retention*
- *Training and Organizational Development*

From a Senior Vice President of Human Resources for a \$450M manufacturing company to a Senior Director of Benefits for a \$1.5B financial group, our Human Resources recruiters continuously find outstanding talent.



We make sure that the candidates we present have the technical expertise required for each position.

But we also spend considerable time and research to ensure that they have non-technical aptitudes as well, including:

- Proven business acumen that drives positive financial impact
- Strong interpersonal skills and the ability to manage and/or thrive in a team environment
- The ability to affect change and maintain positive client relationships moving forward

You Succeed: We Succeed.

We have a different perspective on how to be successful in the Human Resources marketplace.

By helping our clients succeed, our success will take care of itself. As a corollary, we believe in treating our clients the way we like to be treated.

For a recent training event, Lucas Group invited a senior executive from one of the world's leading luxury hospitality companies to share his knowledge on how to anticipate and surpass client expectations. Our focus on long-term client satisfaction is sincere and ongoing, and it separates Lucas Group from the field.

Long-Term Relationships.

Exceeding your Human Resources recruiting expectations.

Our culture and methodologies drive superior results. No one else is approaching HR recruiting the way we are. No one else is thinking about it the way we are. No one else is executing it the way we are.

We have long-term client relationships forged by long-tenured recruiters, and we are redefining the executive recruiting experience through the use of market data, analytics, and consistent and candid communication.

Our goal is to be a trusted consultant that delivers tangible financial results for your company. We will surround you with meaningful attention that fosters a long-term relationship between you and Lucas Group. We work daily to exceed your expectations. We want to be your premier Human Resources recruiting partner.

We have experience, breadth, and in-house research capabilities, all focused on finding the perfect candidate for your company.

For each interaction you have with Lucas Group, we guarantee that:

- You will have a consistent and personal point of contact throughout the entire process. The recruiter you meet at the beginning of your Lucas Group relationship will be the person who works with you throughout the entire recruiting and hiring process.
- We will ask good questions, listen closely, and develop a strategic search plan that will deliver the results you need.
- You will receive premium consultative service and no sales pressure.
- Lucas Group can be your sole-source executive recruiting partner in any functional area. Looking for a General Counsel in Chicago? We can do that. Need a Vice President for Supply Chain Management in Houston? We can do that too.
- You will receive continuous communication, thoughtful analysis, and the benefit of our consistent adherence to Lucas Group's premier processes and methodologies.

