

EXECUTIVE SEARCH

TargetImpact



Connecting people to
opportunities for mutual success

How can we help you?

We provide your optimal talent onboarding solution

We minimise your hire risk and protect your brand

We tailor an end-to-end hiring process specific to your needs

And we make the whole experience smooth and frictionless for you.



About Target Impact

Target Impact was founded by Brian McGlennon. Brian is a seasoned sales professional with over 25 years' experience in B2B sales. His insights have been gained from working with a range of companies in software, fintech and large financial services; start-ups to large corporations.

Target Impact brings tailored executive search solutions to the technology market. We reduce the risk of hiring, delivering the best candidates for your sales roles.

We want to shake up traditional recruitment. Our fresh approach ensures your organisation is best positioned to attract and keep candidates who match your hiring criteria and who share your company values and beliefs.



"Brian is an absolute professional when it comes to seeking to match quality candidates and businesses."

DAVID DE HORNE, SCHOOLS TECHNOLOGY EXPERT

"I gave Brian my requirements via a brief and I kid you not – within 6 hours, he was able to find someone that was highly suited for the role I wanted."

DAVID JI, BUSINESS DEVELOPMENT MANAGER

Our Four Point Action Plan

Our unique approach to the hiring process is seamless and, importantly, effective. We make the process simple and painless for employers and candidates alike.



1

Profile building

We craft an avatar to meet your specific needs for the role

3

Screening process

We shortlist, benchmark and rank candidates, guided by you

2

Market mapping

We assess the profile against active and passive candidates

4

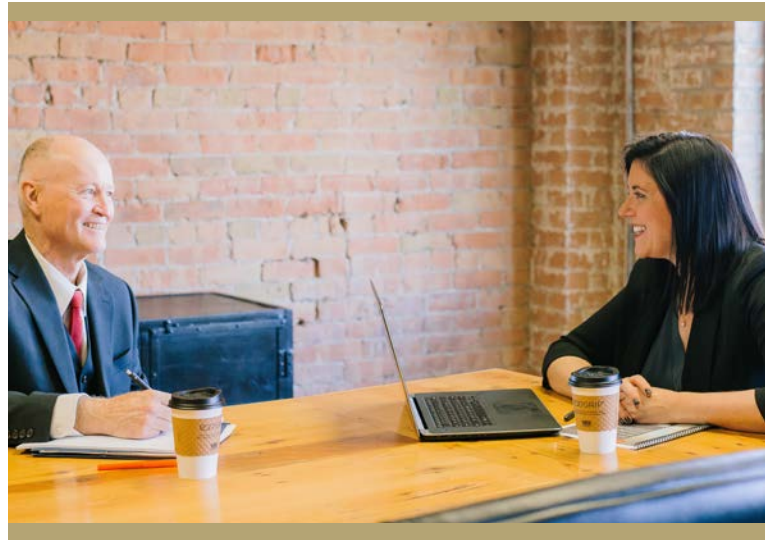
Onboarding stage

We minimise risk and protect your brand throughout this process

Profile Building

We believe it's vital to work collaboratively with our clients to gain an in-depth cognisance of your business, the role and exactly what's needed.

- We gain a deep understanding of the role
- We discuss company aims, objectives, values, market, sales process, offering, brand and more
- We craft a meaningful role for your business
- We develop a profile (avatar) for the role, being mindful to include the criteria which will ensure a successful, long-lasting hire
- We determine the financial package parameters, training, development, accountability and growth of the role.



Market Mapping

Only 36% of candidates actively seek out a new role, according to LinkedIn. With that in mind, we use extensive search criteria to find your ideal candidates.



- We assess and compare the candidate profile against all talent – active job-seekers and passive candidates
- We explore multiple sources to find your recruits. Our large network extends globally as well as locally
- Our executive search is tailored to find the talent that matches your needs
- We offer you visibility of the process with the flexibility to make changes as required. You can be as involved as you like.

Screening Process

Our seasoned professionals make this stage frictionless for employers and candidates alike. We support you to determine the most appropriate formats to gain the best insights.

- We formulate the style of interview (character or competency based, one-to-one or panel) and the preferred platform
- We can train the hiring manager in competency based interview techniques and assessment
- We focus on candidate engagement and enthusiasm measurement throughout the selection process
- We manage references and feedback, gaining relevant and pertinent information
- We encourage using appropriate technology to enhance client and candidate interactions. Face-to-face evaluation is so important to assess emotional intelligence, authenticity and soft skills including listening, motivation and 'coachability'.



Onboarding process

We are proud to have developed our optimal onboarding solution. Our priority is to safeguard both employer and client.



- Brand protection and enhancement is key here. Our diligent and considered approach ensures it's a positive time for all
- Before the candidate starts their new role, we deliver a digital guide to outline the onboarding journey. We cover the admin tasks, expectations for their first day, as well as buddy systems, mentoring and training
- We highlight key milestones and objectives, measurability and the feedback to expect
- We believe psychological safety is important. We address it during onboarding and we encourage stakeholders to continue that focus.

And beyond... We continue to work with clients, on an ad hoc basis, looking at process improvement, adherence, advice and review. This consistency in approach can extend to KPI monitoring, tweaking and realignment.

We'd love to work with you to find your best sales talent. Let's set up a meeting to discuss it.

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