



DRG

EXECUTIVE SEARCH CONSULTANTS
FOR THE NONPROFIT SECTOR

Making a difference since 1987

DRG AT A GLANCE

With over 26 years of experience, DRG has established a reputation as one of the nation's top firms specializing in recruiting executives for the nonprofit sector.

Change always stirs up fresh challenges for an organization - never more so than during a time of executive transition. DRG streamlines that transition by drawing from our vast network of resources and relying on our long-held philosophy of open, collaborative communication to find the very best candidates for each of our searches.

With a diverse portfolio of high-level client successes in education, human services, healthcare, advocacy, Jewish community organizations, foundations, faith-based, and environmental groups, our firm is committed to recruiting executives who possess the experience and leadership qualities necessary to help nonprofit organizations manage change and achieve their goals. We take pride in watching the creative and experienced candidates we've placed make a positive impact in communities all around the world.

Because our Consultants bring with them a wealth of professional experience within the nonprofit sector, we are able to insightfully and respectfully partner with clients to develop new ways of thinking about each hiring challenge as we guide them through successful recruitment efforts. DRG helps our clients manage the delicate twists and turns of the leadership change process, addressing critical issues and organizing the selection process in a way that not only identifies the very best candidate, but also helps to strengthen the organization itself and assure a smooth transition for both clients and candidates.

OUR HISTORY

DRG was founded in 1987 with a singular mission: to meet expanding needs for professional leadership within charitable organizations. In the past 26 years, DRG has partnered with more than 350 organizations and institutions throughout the United States and Canada. To date, we have successfully conducted over 920 searches, representing a high client retention rate of which we're especially proud.

As a firm that embraces change, we are constantly reviewing our own work and investing in renewed training, resources and technology. However, we consider the key to our success the high-caliber consultants and associates who have worked on behalf of DRG clients over the past quarter century, all of whom carry noteworthy professional backgrounds within the nonprofit sector.

As we celebrate our past, we continue to look to the future. The business of leading nonprofit organizations has become increasingly sophisticated, complex and challenging - and we relish the opportunity to shape that future by identifying the leaders who will successfully face those challenges and forge new paths for their organizations. In these changing times, the need to go the extra mile has never been more important. With our outstanding team and cutting-edge technology, DRG is fully prepared to travel the distance.

WHY DRG?

When you choose DRG, you draw from the networks, relationships and reputations that the firm has built over the past 26 years. You gain a focused, creative and resourceful team of seasoned professionals who have been active in the nonprofit community for most of their careers. Further, you benefit from our five-step search methodology that ensures assignments are handled expeditiously and produces outstanding candidates who have both the required skills and the right fit.

The DRG team is focused. Every consultant at DRG brings nonprofit career experience to the executive search landscape. Although a designated team of consultants works on each search assignment, we work as a tightly woven and highly experienced group, meeting regularly to share experiences, resources and insights. This approach marks the difference between a standard search that fills a slot - and one that moves your organization closer to fulfilling its goals.

Our process is creative. No two organizations we work with have the same needs. So before a search journey begins, we talk with you about the big picture, mapping out where your organization is and where it is going. Then we design a recruitment strategy that is unique to each assignment, thinking creatively about where we will find professionals with the skills and experience that will help you reach your goals.

Our in-house resources provide efficient, creative and collaborative options for our searches. Everyone on the DRG team contributes to the firm's high-tech proprietary database, networks, systems, strategies and research efforts. Our experience and ongoing involvement with nonprofit organizations, boards and professional associations provide us with insight and a sophisticated network of contacts throughout the nonprofit and public sectors. In addition, we are a respected and trusted resource for those in the private sector who are interested in pursuing nonprofit careers. These resources, blended with our diligent team and creative approach, drive the search and enable us to deliver candidates who can favorably impact your organization's future.

At DRG, we maintain highly ethical standards and practices; promise only what we can deliver; earn trust and respect; treat clients and candidates with courtesy and compassion; and stay on the cutting-edge of new methods to improve our services.

CLIENT COMMENTS

I am amazed and satisfied with DRG's ability to listen and understand the needs of their clients. DRG, Inc. always thinks outside the box and delivers professional talent from many diverse sources. These DRG candidates have become viable, senior members of our department's team. I strongly endorse DRG, Inc. as our executive search vendor of choice.

- Debra LaMorte

Senior Vice President for Development and Alumni - New York University

We were looking for a search firm who intimately understood the landscape of the Jewish nonprofit world and had deep connections to it, and who also would be able to access the talent and innovative spirit of Silicon Valley. [DRG] consistently went the extra mile to be available and helpful and skillfully guided our process to an excellent and exciting conclusion. I would be honored and excited to work with them again.

- Sharon Leslie

Board and Search Chair, Oshman Family JCC

After an exhausting nine month process of attempting to recruit on our own a successor for our retiring President/CEO, we turned to DRG for support and guidance. In five short months we found our perfect candidate and next leader, who we couldn't be more pleased with. From beginning to end, DRG proved to be the right business partner for such a critical step in preserving our organization's mission and vision.

- James E. DeVoe

Board Chairman, Mary Cariola Children's Services



5 STEP METHODOLOGY

DISCOVERY

We learn about your specific leadership challenges. Our objective is not to fill an open box on an organizational chart. Rather, we help an organization pinpoint current challenges, develop concrete objectives, and articulate a vision for growth.

CREATING THE POOL

Once the position description is approved, the DRG team creates a tailored strategy for outreach, drawing upon the firm's rich and diverse resources including its continually growing proprietary database of more than 45,000 nonprofit executives.

CANDIDATE ASSESSMENT

We evaluate each candidate's strengths and potential against the expectations expressed in the position description. Through a combination of telephone and in-person interviews, DRG's recruiters evaluate all candidates based upon parameters established in the position description.

SELECTION

We facilitate the selection process while the client spends time interviewing the selected candidates and ultimately chooses the one they believe is most promising. We help prepare interview questions and candidate assessment materials to guide the process, as well as conducting comprehensive background checks and reference interviews.

SUCCESSFUL CONCLUSIONS

We ensure a smooth transition. Once the search committee is confident that they have found a candidate who fits the position profile, DRG helps to foster a competitive, win-win employment offer. For up to six months or longer, we stay in touch with our clients and the candidate to monitor the organization's progress and the new executive's work. And for our CEO searches, we offer placed candidates the guidance of an executive coach, to further assure them success in their new positions.

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