



Executive Recruiting

Serving you with Experienced Executives from the
Sales and Consulting Professions



Every executive with Mprove Sales has extensive experience in hiring, developing and leading high performance sales and service teams. We recruit with the eye of a business leader, not merely the eye of a recruiter.

70% of US CEOs are very concerned with the availability of key skills and 62% plan to increase headcount in 2015 –

Is your organization experiencing low performance and high turnover in your sales and service personnel? Mprove Sales can help improve these metrics.

Unlike typical recruiting firms, Mprove Sales evaluates the skills of the candidates – to make sure they are fully equipped to do the job. We cover these key areas:

- **Territory and Pipeline Development** – What process the candidate uses to develop a robust and high quality pipeline
- **Compelling Conversations** – What does he or she do to create a business conversation that has substance and value?
- **Business Value** – How does the rep create, quantify and articulate the business impact of a solution vs. the technology?
- **Negotiations and Closing** – How the candidate sets up the initial offer to the prospect – and explains their framework for negotiations?

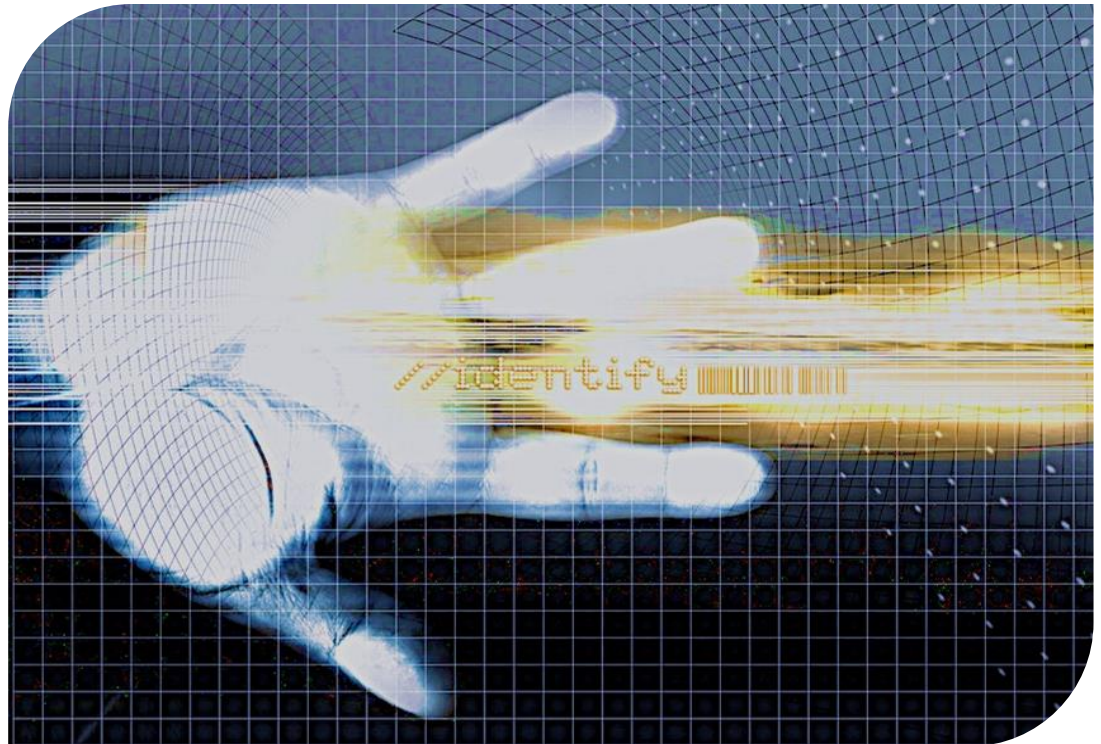
The costs associated with employing sales and service people are high and finding true performers is a daunting task. Selecting from the best choices reduces your investment risk and increases the likelihood of a successful new hire. Most important, it enables your company to exceed it's revenue targets!

We focus only on high performance sales and support roles

The only thing most recruiters have sold is recruiting, they have never had to hire, train and lead high performance sales and service teams. They rely on resumes when qualifying candidates, which can be exaggerated when referring to results.

Anyone can write a great resume, at Mprove Sales we also measure the skills of the individual, to see if they truly can produce results. You can't fake skills – you have them – or you don't.

Years of corporate sales and service leadership, recruiting and consulting experience is marshaled behind each of our searches. This provides us with insights that get you not only what you want, but more importantly, what you need in a new hire. We minimize the risk associated with hiring the right sales team.



Our partners are sales and service professionals recruiting for high performance sales and service organizations. We know how to identify the best talent in the market – each of us have sold, installed and supported complex solutions in highly competitive markets.

Our involvement does not end when the candidate accepts the position. Through decades of hiring and onboarding sales people we have developed a 90Day Territory Action Plan (TAP™) that we utilize on your behalf.

65% of CSO's state that acquiring new clients is their top priority

TAP™ Territory Action Planning - An in depth session for the sales person where the rep comes away with a documented daily/weekly/monthly and quarterly plan on new business development activities for their territories. The objectives are simple: understand and articulate key selling messages and understand all avenues to market and channels to best leverage their efforts for business development. Prior to the session we consult with the hiring manager and the marketing department to help the reps leverage the programs marketing has developed. We work with the rep to form a "compelling statement of value" and we focus the activity of the sales people to a prospect base which best fit the profile for your business and solution.

Our clients are looking for the very best in sales talent. It starts with sales leadership and extends to every individual on the team – from account executives to sales support. Mprove Sales understands this requirement because every member of our sales recruitment team has "carried a bag," and has led sales organizations for some of the pre-eminent brands in the world.

We succeed among sales recruiting firms because we know that sales success requires more than mere industry knowledge and charm. It requires an understanding of local markets and global developments, as well as the skills required to build a quality pipeline, conduct compelling executive conversations, articulate compelling business impact and negotiate and close effectively.

Mprove Sales tailors our search services to the requirements of individual projects, enabling our teams to help clients and candidates achieve their business and professional goals.

Across our practice we offer a variety of Retained Recruiting and Contingency Recruiting options. Our services are designed to assist clients in meeting their specific hiring requirements.

Mprove Sales knowledgeable search experts, collaborative culture, and rigorous methodologies drive competitive advantage to discover what's right for you and your business.

Contingency Search

Sometimes it makes sense for companies to only invest a small engagement fee and then pay the majority of the fee when the process is complete and the hire is on board. Contingency recruiting is particularly appropriate for businesses looking to fill sales, pre-sales and service positions on a non-confidential basis. With demonstrated precision and insight, Mprove Sales can help you drive business success utilizing our contingency recruiting model.

Retained Search

When time, complexity, impact and confidentiality are critical, many clients choose Mprove Sales. Particularly appropriate when the need is urgent, the hire will have an impact on company performance, or new opportunities emerge that must be quickly addressed, retained recruiting represents a commitment from both sides and sends a strong message to candidates that you highly value the opportunity.

Personal and Focused Service

All of our searches are performed from beginning to end by the partner who you have developed the relationship with and who knows your personal and business requirements.

We deliver a different—and better—approach to sales recruiting.

Unlike some recruiting firms who are interested in hit-and-run placement fees, Mprove Sales is committed to building and nurturing long-term relationships. We intimately understand the sales and service profession, and we provide highly focused and consultative client service.

Executive Recruiting Done Right

Mprove Sales is a team of premier executive recruiters, serving venture, emerging growth and mid-tier companies.

We work across all aspects of your sales organization; sales Leadership, sales representatives, pre-sales, service leadership consultants and consulting sales individuals.

Our primary focus is in the technology market: software, hardware and consulting services companies.

We believe executive recruiting firms should understand your goals and deliver upon your requirements. We help you drive lasting business success – today, tomorrow, and for years to come.

We shorten your path to increased revenue.

Mprove Sales' deep and objective research into your organization, your market space, your solution and your competitors enables us to surpass other sales and services recruitment companies to serve as your premier sales recruiting partner.



www.mprovesales.com