



RETAINED EXECUTIVE SEARCH

SUMMARY OF EXPERIENCE

DRESSLER SEARCH GROUP







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DRESSLER SEARCH GROUP (DSG)

(Formerly known as Coleman Search Consulting) was formed to provide an executive search model to specifically meet the needs of client organizations, offering outstanding research, responsiveness to the client, a high level of accountability, and terms that are clear and sensible. With offices in Pittsburgh, Cincinnati, Columbus, Ann Arbor, New York City and London, our team members have rich backgrounds leading businesses and offer a deep understanding of the strategic & organizational issues critical to growing companies. Additional information is available at DresslerSearchGroup.com.

WHY SELECT DRESSLER SEARCH GROUP?

	TARGETED SELECTION PROCESS
	RESEARCH BASED APPROACH
	THE ROLE OF THE SEARCH PARTNER
	EXPERTISE
	SEARCH PROCESS

MEET THE TEAM

Jeff Dressler
Debbie Forbes
Bill Coleman
Kelly Persichetti
Michael Guirlinger
John Hamilton

EXPERIENCE: Sampling of Recently Completed Assignments

General Management
Marketing & Sales
Finance
Human Resources
Operations Management
International



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in
in
in
in
in



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WHY SELECT DRESSLER SEARCH GROUP?



TARGETED SELECTION PROCESS

The strength of our firm is our ability to gain access to targeted executives and attract their interest to our client’s opportunity. We expect to be judged by how we represent you in the market, how well we are able to understand your requirements and present candidates who will bring an effective style of leadership to your organization. Our record of bringing “passive” candidates to the table is an important differentiator of our firm. We take a strategic approach to the project, supported by a best-in-class research team. An effectively executed search will deliver a slate of 3 to 5 candidates in 6 to 8 weeks.



RESEARCH BASED APPROACH

Our approach is not unique, but the role of “research” as the centerpiece of our process is unique! Our research capability enables us to understand a market, to establish a comprehensive list of targeted companies/organizations, to exhaustively pursue targeted candidates within those organizations, and to provide a detailed accounting to our clients of the talent available. Our research team is experienced, professional and results driven.



THE ROLE OF THE SEARCH PARTNER

You can expect that the DSG Partner who sold the search is the one who will lead every aspect of the project and be accountable to you for results. You can expect that he will take time to understand your company, its needs, and expectations. You can expect that he will present our search strategy to you and take time with your selection team to understand your internal process. You can expect that he will personally interview each candidate and present a candidate profile that speaks to the competencies and leadership traits that you have specified for the position. You can expect that he will report to you on the status of the search at regular intervals. You can expect that he will personally conduct reference interviews on each finalist candidate and represent your interests throughout the process. You can expect that he will follow up after the search to review our collective effort and recommend improvements. You can expect that he will check back in 6 months to see how well the placed candidate has assimilated to your organization.

WHY SELECT DRESSLER SEARCH GROUP?



The DSG team has worked extensively in the functional areas of **General Management, Marketing/Sales, Finance, Human Resources, Operations Management, Information Technology & Engineering**, in multiple industry segments. Clients hire us to thoroughly research their industry to identify the very best candidates for their positions. Our success is a result of effectively executing our proven process, and that process remains the same as it is applied within various businesses and industry segments.



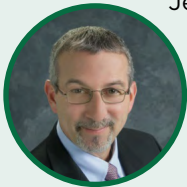
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|----|---|-----|--|
| 1. | Review Position Profile with hiring manager & selection team | 6. | Written profiles of recommended candidates will be presented to the client. |
| 2. | Present to the client the target list of companies for their approval. | 7. | Bi-weekly update reports from DSG, ideally accompanied by conference call with selection team. |
| 3. | DSG completes the Position Profile, document to be used with interested candidates. | 8. | Assist in coordinating and managing candidate interviews at the client's location. |
| 4. | Research team begins to work through target list to identify and contact potential candidates. | 9. | Detailed reference checks conducted by DSG. |
| 5. | Candidate screening consists of phone interviews, in-person interviews, profiling and reference checking. | 10. | Assist in presenting offer to finalist candidate. |



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MEET THE TEAM

JEFF DRESSLER, PRESIDENT
PITTSBURGH, PA



Jeff Dressler is a 30+ year Executive Search, Staffing and HR veteran that has worked with search clients in the public, private and investor-owned arenas across a broad range of industry sectors including highly engineered, industrial manufacturing, supply chain and distribution, banking, consumer products, non-profit associations and the like. [Read More...](#)



BILL COLEMAN, MANAGING DIRECTOR
COLUMBUS, OH



Prior to establishing Coleman Search Consulting, LLC, now known as Dressler Search Group, Bill was Managing Director of Boyden Global Executive Search. In addition to being a lead in the aerospace & industrial practice groups of Boyden, he worked with both publicly and privately held corporations. [Read More...](#)



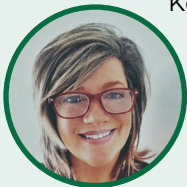
DEBBIE FORBES, MANAGING DIRECTOR
NEW YORK CITY, NY



Global Executive Search Leader with several years of Corporate HR and Talent Acquisition experience along with several years of Executive Search experience. Majority of experience is with leadership roles within HVAC/R and other manufacturing industries (food, machinery, metals, chemicals and consumer products). [Read More...](#)



KELLY PERSICHETTI, DIRECTOR OF RESEARCH
COLUMBUS, OH



Kelly Persichetti has worked within retained search since 1994 and directs all aspects of our research. Her vast experience has included searches for C-level, President, GM, VP/ SVP executives in multiple industries. The search work of Dressler Search Group is enhanced by Kelly's leadership and her highly valued network. [Read More...](#)



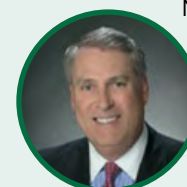
MICHAEL GUIRLINGER, MANAGING DIRECTOR
RALEIGH, NC & COLUMBUS, OH



Michael has an extensive background leading growing organizations, serving the financial and life sciences sectors, having joined DSG in early 2011. Most recently, he was Executive Vice President of a firm that provides strategic regulatory & clinical consulting to pharmaceuticals and biotechnology companies. [Read More...](#)



JOHN HAMILTON, MANAGING DIRECTOR
ANN ARBOR, MI



More than 30 years experience in executive search, general management and executive Human Resource Management. Prior to joining Dressler Search Group in 2013, John served as Managing Director/General Manager of TiER1 Performance Solutions. [Read More...](#)





RETAINED EXECUTIVE SEARCH

EXPERIENCE: Sampling of Recently Completed Assignments



GENERAL MANAGEMENT

Group President

\$450MM
Aerospace
Public

Division President

\$150MM
Defense Technology
Public

CEO

\$200MM
Aerospace Machined Components
Public

CEO

\$60MM
Concrete Preform Structures
Public

President

\$200MM
Engineering Services Company
Public

VP/General Manager

\$90MM
Precision Coupling
Public

Group President

\$450MM
Aerospace
Public



MARKETING SALES

Division Vice President, Market- ing & Business Development

\$600MM
Aerospace
Public

Vice President Sales

\$300MM
Tier-1 Metal Parts Producer for Heavy Truck
Private

Vice President Sales & Marketing

\$300MM
UPS (Power) Systems
Division of \$24BB Public Corp

Vice President Sales & Marketing

\$175MM
Publishing, Information Management
Private

Director Channel Sales

\$212MM
Transportation/Rail Products
Division of \$450MM Public Corp.



FINANCE

CFO

\$500MM
Transportation
Private

CFO

\$4.0B
Utilities (Gas/Electric)
NYSE

Chief Accounting Officer

\$6.4B
Power/Utility
Public

Chief Audit Executive

\$3.9B
Energy
Public

VP Corporate Tax

\$6.0B
Power
Public

VP Corporate Strategy

\$2.4B
Consumer Products
Public

VP Finance

\$800MM
Aerostructures
NYSE



HUMAN RESOURCES

CHRO

\$800MM
National Research Institute
Private

VP HR

\$500MM
Consumer Durables
Private Equity

Head or HR

\$1.0B
U.S. Dept. of Energy Research Laboratory

EVP HR

\$2.8B
Consumer Products
Public

SVP HR & ADMINISTRATION

Consumer Durables
Asian Multinational

VP HR

\$2.4B
Chemicals
Public/European based

CORPORATE VP COMPENSATION

\$200MM Div.
Industrial Automation
Public



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EXPERIENCE: Sampling of Recently Completed Assignments



OPERATIONS MANAGEMENT

VP OPERATIONS

\$200MM Div.
Truck Components Manufacturer
Public

VP MANUFACTURING

\$450MM
Printing Consumables
Private

VP MANUFACTURING

\$140MM
Aerostructures
Public

DIRECTOR SUPPLY CHAIN

\$125MM.
Aerospace
Public

QUALITY DIRECTOR

\$150MM Div.
Government/Defense Contractor
Public

VP PROGRAM MANAGEMENT

\$600MM Div.
Aerospace/Defense
Public



INTERNATIONAL

DSG actively supports its U.S. based client companies in directing searches for them in the UK, Europe, Middle East and Latin America. We have established a research base in the UK, with the capability necessary to fully execute searches for General Managers, Country Managers, Sales Leaders, Operations Managers, Plant Managers, Human Resources functional leaders and technical support.

INTERNATIONAL SEARCHES RECENTLY COMPLETED BY DSG INCLUDE:

EUROPEAN DIRECTOR OF HUMAN RESOURCES

Ashland Chemical

GENERAL MANAGER

Wood Group Turbine Services

PLANT MANAGER

Modine Manufacturing Co.

EUROPEAN MANAGER

AIM MRO (aerospace)

EASTERN EUROPEAN SALES MANAGER

AIM MRO

CHIEF OPERATIONS OFFICER

Latin America – Ross Moulds International

INTERNATIONAL SALES MANAGER

Europe, Middle East, Africa and Asia Combined Systems

MANAGING DIRECTOR, BRAZIL

LB Foster



RETAINED EXECUTIVE SEARCH

**The Search for Executive Talent Can be Challenging
....We're Here to Help!**

www.DresslerSearchGroup.com

(412) 400.3056

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