



LAKESHORE HUMAN CAPITAL INC.



## One of the Leading Boutique Executive Search Firms in Canada

### SEARCH PROCESS

Our search process has been time-tested with the completion of hundreds of assignments. Each search adheres to our core principles – timely research focus, thorough vetting, a guarantee of a senior point of contact – while providing a level of customization and flexibility to ensure your unique needs are met.

We sat down with The Partners at **Lakeshore Human Capital**, to dig deep into why their Executive Talent Search firm has grown so successfully since its inception five years ago.

**After having successful careers at some of the largest Global companies, why did you start your own Boutique-Executive Talent Search firm?**

We started Lakeshore Human Capital over 5 years ago with a vision and desire to do search better. Having worked with large global and smaller boutique firms for the previous 15 years, we understood what worked and what didn't work. Success is not about driving revenue but rather making sure that we deliver the best candidates for our clients. It's about treating candidates with respect, and our clients with urgency.

**When a potential client asks, "Why you?" or "How are you different?", how do you respond?**

There are many reasons, however the 2 reasons that resonate with most of our new clients are:

Partner lead search – The Partner who you met with at the outset is involved in all aspects of the search from research, outreach, interviewing, referencing and offer negotiation. We deem this is what differentiates us from most other Executive Search firms.

Speed – We work on a maximum of 3 to 5 assignments at any given time. We are able to provide a greater level of focus resulting in deeper research, broader outreach and a more robust candidate list in a much shorter period of time.

**What is your greatest differentiator in the Executive Search market?**

Our urgency in finding the right fit for each company's Specific Culture and Leadership requirements is reinforced by our deep-rooted relationships in the market. We have garnered a reputation for decades of strong referrals and quick responses to our outreach and research. Lakeshore doesn't stop searching until we have searched in every corner and spoken to the widest cast net of suitable candidates. We are often complimented by our clients and candidates for our authentic and results-driven reputation in the market.

*Our discussion was with Mandeep Grewal, Managing Partner, and Jacquie Varkony, Partner of Lakeshore Human Capital in January 2021.*