



HIRE DIRECTION

Next-generation Talent Solutions



WORKFORCE SUCCESS

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01 | EXECUTIVE SUMMARY



Who we are

Hire Direction is a Columbus Ohio-based workforce optimization consulting firm that has been serving local, international, and global clients for almost 9 years. Our company specializes in talent management strategy, workforce planning, organizational staff design, and enhanced talent acquisition services. We combine a new methodology, innovative technology, unique insights, and uncommon expertise to deliver next-generation talent solutions that help you identify, acquire, retain, and develop the *right* talent and future workforce.

What makes us different

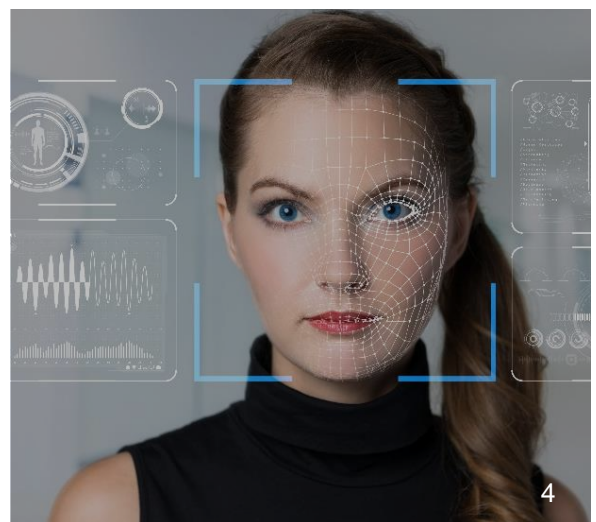
We create a paradigm shift in how talent is viewed, valued, and managed. We help organizations align talent strategy, processes, and resources in holistic ways that maximize employee productivity, performance, engagement, and satisfaction.

New methodology

A cutting-edge data-genomic approach to talent is evolving the way organizations acquire, develop, align, and retain the *right* talent.

Breakthrough technology

Next-generation *talent* DNA mapping technology is a scientific game-changer that allows companies to uncover new talent pipelines and find value in people who are often overlooked.



Our core capabilities

We help organizations evolve their talent strategy, acquisition, development, and retention, while optimizing all talent management life cycle processes.



CONSULTING | Workforce Optimization

- Strategy & Definition
- Solution Visioning
- Process Optimization
- Org. Design
- Workforce Planning
- Talent Intelligence
- Predictive Analytics
- Org. Effectiveness



RECRUITMENT | Software & Services

- Executive Search
- Permanent Placement
- Process Alignment
- Job Role Design
- Talent Assessment
- Interviewing



DEVELOPMENT | Programs & Training

- Employee Development
- Position Success
- Career Navigation
- Leadership Training
- Performance Mgmt.
- Mentor Matching

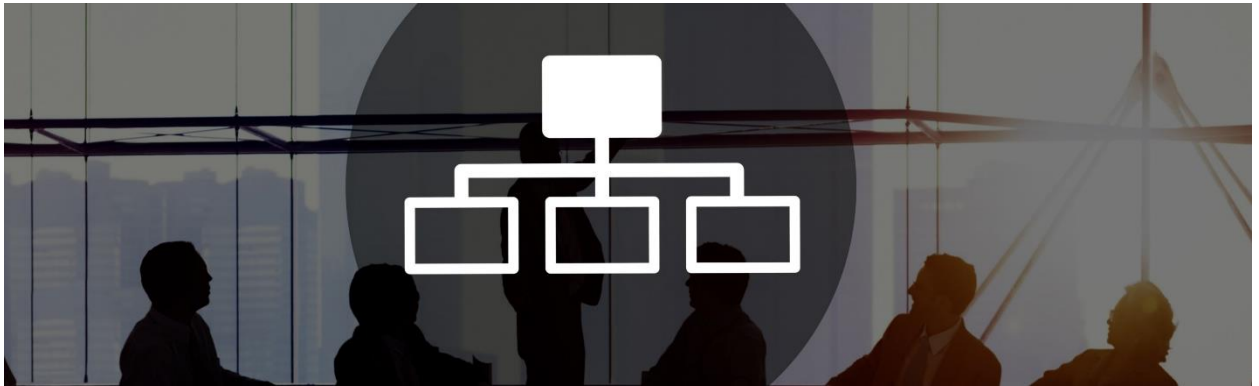


RETENTION | Engagement & Culture

- Diversity & Inclusion
- Diversity Recruiting
- Supplier Diversity
- Culture Assessment
- Career Mapping
- Succession Planning

Our approach is simple

We use a structured process and consultative approach to guide our clients through strategic leadership fit, executive search and succession, and talent acquisition projects.



STEP 1 | DISCOVER

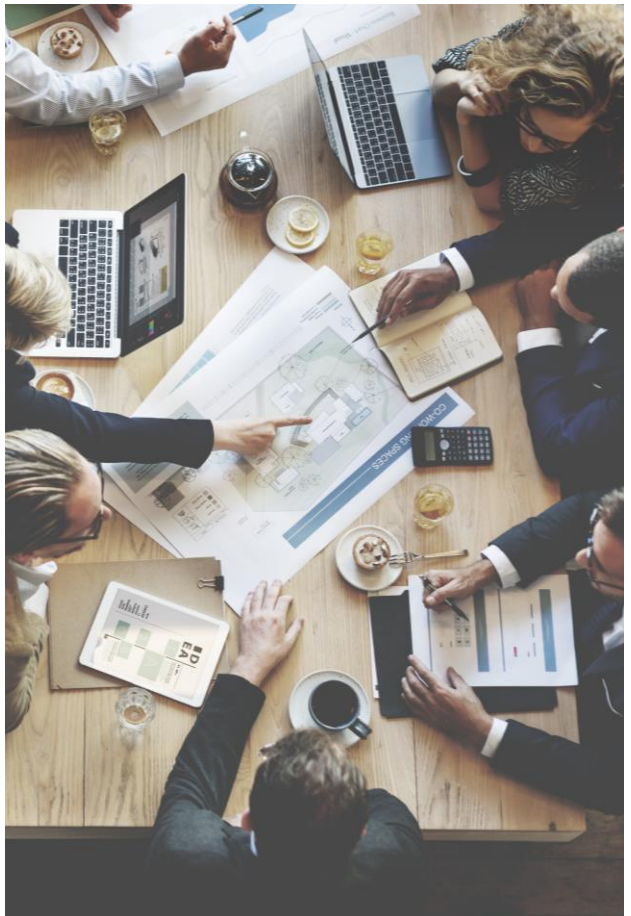
We facilitate discovery with key stakeholders to define the strategic objective and vision for the position.

STEP 2 | ALIGN

We define the core job requirements and critical performance indicators needed to be successful in the role.

STEP 3 | ACTIVATE

We design a customized project plan with a phased approach, scalable budget, and flexible timelines.





02 | FIRM QUALIFICATIONS

Our expertise

Our consultants have advanced degrees and average 20 years experience in uniquely relevant fields. This marriage of theory and practice is critical to our strategic approach. We have worked with both public and private sector clients, giving us a unique perspective on future workforce challenges. We understand the way our clients work.



Our team has a robust network for delivering comprehensive full life cycle recruiting services and specializes in executive search for senior management roles in sales, business administration, and IT. We are subject matter experts when it comes to finding the right individual for leadership roles related to succession planning, current market shifts, and future business objectives.

Our MBE Certification

Hire Direction is a minority business enterprise certified by the Ohio Minority Supplier Development Council (OMSDC) and National Minority Supplier Development Council (NMSDC) for the following products/ services as defined by the North American Industry Classification System (NAICS).



NAICS CODES

- 541720** Research & Development in the Social Sciences
- 541990** All Other Professional, Scientific, & Technical Services
- 611430** Professional & Management Development Training
- 514690** Other Scientific & Technical Consulting
- 541612** Human Resources Consulting Services
- 561330** Professional Employer Organizations
- 624310** Vocational Rehabilitation Services
- 611710** Educational Support Services
- 511210** Software Publishers
- 611420** Computer Training



Our clients





03 | STAFF QUALIFICATIONS

Our leaders



Jason Miller, CEO | Primary Contact
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Talent Acquisition & Professional Development Expert

Entrepreneur, Consultant, Principal, Advisor, Speaker



The Ohio State University
BS, Economics



Franklin University
MBA

Jason Miller is a business development strategist, workforce development consultant, career coach, and talent acquisition expert specializing in full life cycle recruitment, performance improvement, and strategic talent solutions.

He is co-founder of Hire Direction and has spent over 20 years in sales leadership roles focused on talent acquisition and technology solutions. Jason has a diverse background and has served in progressing roles at Fortune 500 companies in sales, marketing, human resource positions. He has a passion for individual professional development and helping individuals identify their strengths and unlock their potential.



Mark Palmer, COO | Secondary Contact
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Leadership & Organizational Development Thought Leader

Entrepreneur, Consultant, Principal, Advisor, Speaker, Author



The Ohio State University
BA, Social & Behavioral Science

Mark Palmer is a thought leader, author, consultant, and entrepreneur specializing in leadership, change management, strategic performance, and workforce solutions innovation.

He is the co-founder of Hire Direction, a data-driven solutions provider. Mark is a Principal with Metcalf & Associates, Inc., focused on leadership development coaching, team building, and organizational effectiveness. He is also a founding member and facilitator for the Integral Institute, an international think-tank created to combine progressive organizational research with practical applications in both the public and private sector. He has over 20 years of experience working with Fortune 500 companies in strategic alignment, team development, market research, and data analysis.