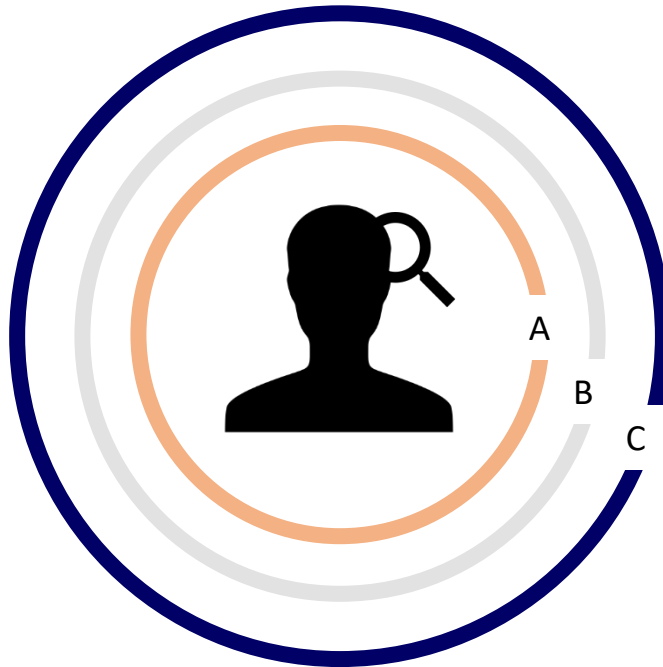


## The Approach



**Module A:** Basic-Package: Ad-supported Search

**Module B:** Social Media/ Database Search

**Module C:** Limited Direct Search

„Lean Search offers the opportunity to combine the right recruitment activities in a useful way. Whether job advertisements, database research or direct approach each module can be booked individually or in combination.“

## Module A: Basic-Package: Ad-supported Search

### Procedure:

1. Designing and texting the job advertisement
2. Display of the ad in relevant media (online / print)
3. Professional ad administration and processing of incoming applications
4. Prequalification
5. Detailed, personal interview (face-to-face) by an experienced consultant
6. Assessment of professional and personal suitability in the form of a short report
7. Forwarding of the short reports and application documents to the customer



Continuous documentation (Reporting)

„The basic package of Lean Search professionally takes the time-consuming/ administrative part of the job, freeing you up for the important tasks in the company.“

## Module B: Social Media/ Database Search

### Procedure:

1. Definition of the relevant parameters for the search (industry, region, qualification, etc.)
2. Targeted search for suitable candidate profiles in internal / external databases and social media
3. Targeted, individual addressing in writing and/ or by telephone
4. Prequalification
5. Detailed, personal interview (face-to-face) by an experienced consultant
6. Assessment of professional and personal suitability in the form of a short report
7. Forwarding of the short reports and application documents to the customer



Continuous documentation (Reporting)

The team of Lean Search has comprehensive competencies, techniques and methods in addressing candidates via social media.

With access to the internal database of Grünewald Consulting as well as the talent pool of the international network INAC we are also able to match existing profiles with the requirements of each function.

„Especially in social media recruiting, goal-oriented communication, trust building and the awakening of interest are crucial success factors. High performers and high potentials expect first-class advice and support.“

## Module C: Limited Direct Search

### Procedure:

1. Compiling and defining a target company list with the customer
2. Identification of potential candidates in the agreed target companies
3. Active approach of the identified candidates
4. Prequalification
5. Detailed, personal interview (face-to-face) by an experienced consultant
6. Assessment of professional and personal suitability in the form of a short report
7. Forwarding of the short reports and application documents to the customer



Continuous documentation (Reporting)

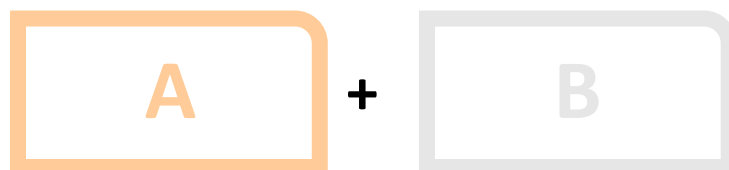
„Out of 44.85 million employed people living in Germany, only 40% are represented on the social networks. Through the direct approach in the company, Lean Search allows you to open up concealed potential.“

## How do I get the maximum benefit?

The different modules generally can be divided into passive (A) and active (B + C) approaches. Depending on the position and urgency, it may therefore make sense to start Module A individually and to evaluate incoming applications:

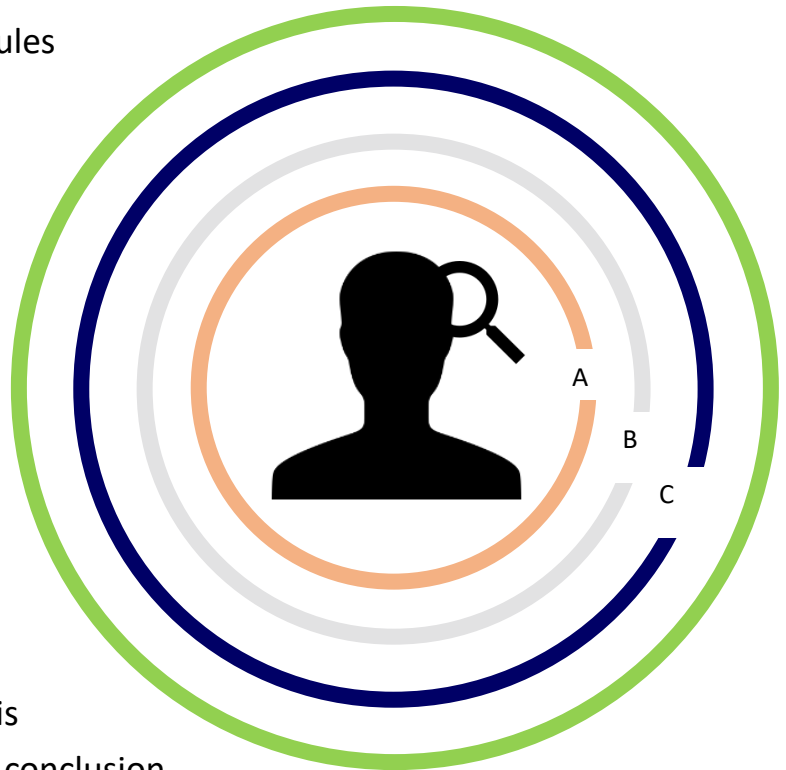


However, to get the most out of Lean Search to successfully fill your position, we recommend combining the different modules effectively. Depending on position, industry and urgency, the following combinations can be offered:



## The Safety-Net

If the Lean Search modules did not lead to the desired placement, a conversion into an unlimited search assignment is possible and already paid fees will be fully credited.



This will ensure that the search assignment is brought to a successful conclusion.

### Advantages of a conversion:

- Unlimited module A (optional), B and C until successful placement
- Payment depending on search progress
- Assignment only completed after signature of the candidate
- Re-occupation guarantee

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