

# ALIGNING TALENT

to grow businesses  
and change lives.



"It's more than filling a position. It's about building relationships."



## OUR CORE VALUES

*Aligning talent to grow businesses and change lives.*

- We are purpose driven to change people's lives.
- We are authentic, straight shooters who are unafraid of the truth.
- We are approachable and genuine with a great sense of fun.
- We get it. Our business and our customers.
- We get it right.

## OUR PROCESS

When our firm was founded in 1971, text messaging, emails and LinkedIn weren't available to recruiters. So we did it the only way we knew how – developed relationships.

Today, with the Lee Group Search team, we maximize the tools to connect people to companies and candidates to positions – like LinkedIn and emails. But the foundation of how we operate remains the same. Our process remains the same.

Why? Because aligning talent to grow businesses and change lives doesn't just happen. It's a process.

### **STEP 1: Initial Client Consultation**

It's a little bit like a first date. You've heard about us. We've heard about you. Maybe we've both even done a little research online to see what each other is all about. But now we need to talk. Maybe it's over the phone. Maybe it's a video conference. Maybe it's in real life. Either way, a voice-to-voice conversation and consultation is step number one. It's here and during this time we learn about you, your organization and the importance of the position(s) you need to fill. It's now that we ask as much about the job specifics as we do about the culture of your organization. And it's during this time that we outline our full process. We're partnering on this recruitment journey every step of the way.

### **STEP 2: Candidate Identification**

Leave no stone unturned. While that might be a cliché for some, it's true for us. When it comes time to source the right candidates for a position, we certainly do what other recruiting firms do – we tap into a network we know. But we also go out and find people. We look under every rock, open every door. Sometimes it's digital sourcing. Sometimes it's phone calls. Sometimes it's tapping people on the shoulder and having a conversation about a new position they may have never known they even wanted. And sometimes it's thinking and looking in the very places others might not think of.



### **STEP 3: Candidate Qualification**

With a batch of potential candidates – those who are qualified for your position on paper – we start the qualification process. People can be qualified on paper, but they might not be qualified for you. It's during this qualification period that we dig deeper and look beyond the skillsets people have and into what their motivation to work might be. Do their salary requirements and goals for job growth fit with the needs of your organization? Will they fit in with the culture of your organization? These things matter just as much as experience and education.

### **STEP 4: Candidate Submission**

Having narrowed down hundreds of candidates to a select few, during the candidate submission stage we will present you with a detailed summary of potential candidates for your opening.

### **STEP 5: Interviews**

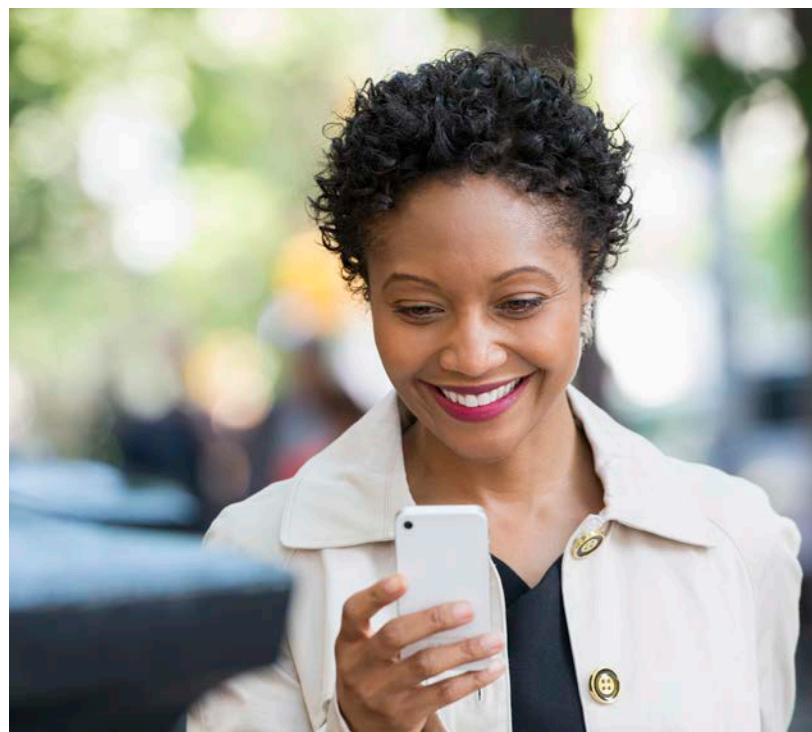
See someone you like in the candidate summary? Now it's time to interview. We'll coordinate the interviews, facilitate post-interview discussions with the candidates and the organization, and remain in constant communication through it all. Think of us like a mediator.

### **STEP 6: Candidate Hire**

Once you make your pick, we help make the hiring process as seamless and easy as possible. What does that mean? It's a lot of things...like understanding what the candidate needs and what the company wants and finding a way to meet in a sweet spot. It's discussing the company's offer in detail with the candidate and ensuring they know the full package of what they will receive. It's counseling the candidate on how to navigate the career change they're embarking on...and helping them through the transition. And perhaps most importantly, it's ensuring all players in the game stay engaged, excited and ready to execute on a new relationship.

### **STEP 7: Continued Connection**

We're committed to getting it right. And that's why once the start day comes and goes we're still here.



## OUR TEAM



### WALT GRAHAM

*Walt Graham is President of The Lee Group, casting the strategic direction of a trend-setting leader in the staffing industry. A 19-year veteran of the company, Walt has enjoyed wearing many hats – from operations, to sales to good old fashioned problem solving, working in all three Lee Group office locations. He assumed ownership of the company in 2007.*

For Walt, The Lee Group difference is powerful but simple – it's all about caring. Walt leads a team that cares about delivering a quality service to customers, the employees it offers employment to with those customers, and The Lee Group staff members who are achieving their work/life goals.

Walt is especially proud of how The Lee Group commitment to caring was demonstrated one snowy Christmas Eve. When it was discovered that a client's employees did not receive their payroll checks due to a blizzard in the Midwest, Walt and team decided to write paychecks on The Lee Group's own account to ensure folks got paid in time for Christmas. Lee Group team members came into the office and hand wrote more than 100 checks that Christmas Eve, which Walt then personally delivered to the client – making everyone feel a little like Santa Claus!

At the end of the day, Walt firmly believes that the staffing industry plays a critical role in the economy, facilitating the process of matching companies and employees – and vice versa.

A native of Newport News, VA, Walt is a Hokie at heart, earning a Bachelor of Science and Master's degrees in accounting from Virginia Polytechnic Institute and State University. He also holds a Certified Staffing Professional® (CSP) credential from the American Staffing Association.

Away from the office, Walt and his wife of 35 years travel and love to spend time with two grandsons who Walt calls the joy of his life. He also enjoys the water – hanging by the beach, fishing, paddle boarding and kayaking.



### ERIC KEAN

*Eric Kean is Principal at The Lee Group, serving in multiple roles as one of the firm's leaders and visionaries. He manages business across all of The Lee Group Locations, collaborating with the leadership team on key decision making and strategy.*

The Newport News, VA native joined the firm in 1999 and assumed ownership in 2007.

Heading up the firm's Executive Search business, Eric's responsibilities include managing the Search Consultants, business development and other functions. He also likes to "work the desk" himself, getting back to his roots and serving as a Search Consultant which enables him to maintain close relationships with some of his long-standing clients.

Many of those clients have grown their business at The Lee Group to include staffing, which is another area of the firm Eric helps lead. From time to time, Eric also enjoys training staffing team members on various topics, often related to working a permanent placement search.

Eric embodies The Lee Group difference – connecting people and making the right matches by taking the time to have the conversations and build relationships. While The Lee Group

embraces the latest technology, Eric knows that time-tested "old school" principles grounded in conversation and human interaction are what produce the best outcomes. Eric calls it the "business of people," and it's what sets The Lee Group apart.

When he's not helping clients, Eric loves to hang out and do things with his family – being outdoors whenever possible. He has a love/hate relationship with yard work, which he considers kind of a hobby. Eric also enjoys snowboarding on rare occasion and working on his golf game.

Attending college at Christopher Newport University, Eric earned a Bachelor of Science in business administration with a concentration in marketing. He continues to remain involved with his alma mater, serving on the Board of Advisors for the Luter School of Business and as an active member for the CNU Alumni Society Peninsula Chapter Board.



## WES ASHWORTH

*Wes Ashworth is Vice President, Executive Search at Lee Group Search. In addition to leading the Executive Search team, he specializes in partnering with companies nationwide with mission-critical recruiting initiatives to find the talent they need to grow and scale their business operations.*

He enjoys working with and has garnered great success in, among other industries, Manufacturing, Logistics and Distribution.

Wes joined the firm in 2014, and has continued to find success through his strong belief in doing the right thing, caring about people and fostering close relationships with both the company and the candidate.

His proven process to align talent to grow businesses starts with taking the time to deeply understand what a business needs, the culture they've created for their team members and what type of candidate will help them grow. It stretches into getting that same level of understanding from the candidate. This work goes beyond a traditional meet and greet or interview. It's more than a job description and more than a resume.

For Wes, getting the perfect fit is the name of the game. Finding the candidate that fits the company and the company that fits the candidate are both critical. Only with

a carefully evaluated fit will a candidate be positioned for success and find fulfillment from their job. In turn, companies benefit from an engaged employee who is a top performer over the long term.

Wes' laser focus on fit and long-term success has served him well. Recalling a client who turned to Lee Group Search with a job opening that several other agencies could not fill after more than six months of searching for candidates, Wes took the time to learn about the company and get up to speed on the nuances of the specific job requirements and culture of the organization. Within a few weeks, he was able to fill the position with the right candidate who went on to be successful with the company. Today, Wes counts the company as one of his most loyal clients.

When he's not matching candidates with positions, Wes enjoys spending quality time with his family and being around the water – piloting his kayak, catching a fish, or simply relaxing at the beach.



## DAVE WALTERS

*Dave Walters is an Executive Search Consultant with Lee Group Search, specializing in recruiting for companies in various industries, understanding first and foremost how to match culture and company needs with candidate qualifications.*

Dave joined Lee Group Search in 1987, following serving as an officer in the U.S. Army and then in the private sector as a Human Resources Generalist and a Labor Relations Manager for a consumer foods company.

He is motivated each day to help align talent, grow businesses and change people's lives.

He appreciates greatly that work, career and professional endeavors have impact well beyond the work day and that the right job, the right employees, can have an impact on the health and wellbeing of people's families and lives.

Dave sees his role being as much about placing employees in jobs and helping companies recruit team members as he does consulting with candidates to make the best, most informed decisions about their careers.

He helps guide candidates through thinking about what they want to get out of a job, where they want to live, what they want their life to be like and how professional endeavors can make that all a reality.

On the flip side, the same is true for companies. Employees

– the right ones – can help grow a company and help it reach its business objectives and goals, which ultimately trickle down into other areas of life.

He's built his career of successful recruitment on the belief that when companies and candidates view him as a strategic partner to their success, and are willing to think and work creatively and as a team, successful job placements can be completed.

His process is backed by diligence, persistence, honesty and integrity.

While Dave has always considered himself a generalist, able to help companies in any industry find the people they need to succeed, he does enjoy and has great experience working with manufacturers in the automotive, plastics, aerospace, consumer goods, supply chain and distribution, and food and beverage industries.

When Dave isn't recruiting, he enjoys coaching football, mentoring young men, fishing, minor car restoration and yard work. Yes, yard work!



## ADAM PETERS

*Adam Peters is an Executive Search Consultant with Lee Group Search, helping organizations across the U.S. with mission-critical recruiting initiatives. He specializes in recruiting for companies in various industries, understanding first and foremost how to match culture and company needs with candidate qualifications.*

He enjoys working with and has garnered great success in, among other industries, Manufacturing, Logistics and Distribution.

Originally, from Hampton, Virginia, Adam joined Lee Group Search in 2015.

Adam takes pride in knowing that he's part of a team and a firm that believes greatly in the importance of quality over quantity. It's about finding the right fit for a company and candidate and making a precise placement for all involved. When working with Adam, clients and candidates have noted he takes extra time to get to know both sides, making sure the match of employer and employee is well suited not just for checking boxes on a job description, but also in working together for the long haul. In Adam's experience, the best matches and recruitment success stories considered not just skills, but also personality, career aspirations and

geographic preferences. It's a tireless attention to detail that few other recruitment firms can equal.

That great fit takes into account what people – company leaders and candidates – need today and tomorrow. In addition to addressing current client needs, a great fit takes into account how a person can continue to grow professionally.

Adam finds it especially rewarding to help someone find a position and an organization that not only works for their career goals, but also enables them to meet personal goals such as moving back home or relocating closer to family and loved ones.

Away from the office, Adam enjoys spending time with family and friends – playing with his kids, golfing, tennis, and spending time outside – preferably on the water.





## OUR WORK

We like to say that our work speaks for itself. But we love it when our clients speak for us, too. Here are a few words of praise we've received from the companies and hiring managers we've worked with over the years.

*"Working with Lee Group Search compared to other hiring agencies has been a breath of fresh air. The experience of them bringing you qualified candidate's vs just playing the numbers game speaks volumes. I will take quality over quantity any day."* -Manager of Technical Development

*"I send you after the unicorn and you exhaust efforts to find it no matter what it takes. We refine the search together and if it's not out there, you push back and share where you've exhausted out efforts and help us understand what areas we may need to sacrifice to find the right person."* -VP of Engineering Operations

*"If you are looking for top notch talent, and someone who can source from a wide, diverse background, there is no need to look any further than Lee Group Search."*  
-VP Supply Chain and Operations

*"We have had some very difficult, industry specific hybrid roles to fill. Thanks to the Lee Group Search team, the impossible was achieved!"* -Human Resources Manager

*"Lee Group Search has provided high quality candidates (and) conducted thorough research on the skills and competencies I needed, appropriately vetted candidates, and referred only top-level candidates."* -Director of Human Resources

*"It was the oddest recruiter conversation I had ever had and completely unlike any others – I actually wrote down that it was 24 minutes into the conversation and you had yet to mention the company. You took the time to get to know me and understand what I was looking for. I really felt like you cared the whole way through."* -National Quality Manager





LEE GROUP SEARCH IS MORE THAN JUST  
A HEADHUNTING AND RECRUITING FIRM.

*It's about connecting with clients and candidates, providing consultation  
and counseling and making a match that's set up for the long term.*



11838 Rock Landing Drive, Suite 150, Newport News, VA 23606 | Phone: 757-873-3388

[leegroupsearch.com](http://leegroupsearch.com)

*We believe... that diverse organizations are strong organizations.*

*We believe... that no one should face discrimination based on race,  
sexual orientation, religion, age, gender or disability status.*

*We believe... in a commitment to inclusion and diversity.*