



Engineering & Construction Leadership Solutions

Empowering Clients to Recruit and Retain Top Talent





Searching For Professional Leaders?

At best résumés only tell half the story. Successful professionals possess more than specialized skills and impressive CVs. Research demonstrates that key performers align with their employer's mission statement and culture while also possessing the business acumen and social intelligence necessary to leverage their skills and impact the bottom line.

At CSI, we provide professional and executive search services that are setting a new standard in the professional search industry.

We start by getting to know your business, your history, and your goals. We visit your site whenever possible to learn how you operate and get a feel for the personality of your organization. Then the hard target search begins. Utilizing CSI's proprietary search methods and our trademark evaluation procedures, our team identifies the most qualified candidates who also meet empirically based retention criteria.



"Having been disappointed by other recruiting firms in the past we were delighted to find CSI. They have been just excellent...very efficient and professional."

*Director of HR
CDM Smith International*

"We have used CSI to fill three mission critical positions within our organization. Thanks for a great job!"

*President
Reagan Equipment*

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“Utilizing CSI to secure an Executive Vice President / General Manager was a great success for our company! CSI was very thorough in getting down to exactly what we were looking for.

One of the effective tools they used was the ‘CSI Navigator,’ which really forced us to narrow down our search criteria to the critical needs of the position and also helped hone in on the personality of the candidate, not just their professional experience.”

*President / CEO
Ness & Campbell Crane*

Social Intelligence Analysis

CSI utilizes a soft skills assessment tool—the Emotional Intelligence Survey (EIS)—as a strong predictor of on-the-job success for the technically qualified candidate. The EIS measures the following core competencies related to leadership success:

- ▶ *Self-Awareness*
- ▶ *Self-Management*
- ▶ *Social Awareness*
- ▶ *Relationship Management**

Retention Variables Analysis

- ▶ *Career Goals Compatibility*
- ▶ *Structured Mentoring Programs*
- ▶ *Social Skills - EIS*
- ▶ *Company Culture/Environment*
- ▶ *Professional Experience/Stability*
- ▶ *Career Path Opportunities*
- ▶ *Educational Background*
- ▶ *Community Involvement*



About CSI

*Day One Value*SM

Every CSI candidate brings what we call Day One ValueSM to your company, meaning employees arrive on the first day of a new position equipped with skills and traits that enable you to get them up to speed as quickly as possible.

Day One ValueSM factors include:

<i>Culture Fit</i>	<i>Ethics</i>
<i>Experience</i>	<i>Education</i>
<i>Energy</i>	<i>Soft Skills</i>

CSI's mission is to empower clients to secure top engineering, construction, and infrastructure leadership talent.

CSI's construction and engineering group places cutting-edge professionals in the following areas:

- ▶ General EPC
- ▶ Heavy Construction
- ▶ Heavy Equipment
- ▶ Manufacturing
- ▶ Industrial
- ▶ Heavy Civil
- ▶ Power / Electrical
- ▶ General Contracting
- ▶ Highway Infrastructure
- ▶ Energy / Utility

Established in 1997, CSI has built a reputation of consistent results and reliability as well as a record of confidentiality and integrity. Our proactive approach to understanding our clients' business needs enables us to provide quality results, thereby achieving our ultimate goals of forming lasting partnerships with clients and helping our partners meet their business objectives.

CSI Executive Search Principals



Donna Sphar, Founder and CEO of CSI Executive Search (B.S. Pre-Law), utilizes her extensive professional search and legal services background to strategically grow the organization and to help client companies successfully achieve their business objectives. She brings a keen capacity for leadership, comprehensive business acumen, exceptional attention to detail, and outstanding skills in identifying technical and operational talent.



Asa Sphar, whose background and training includes a B.S. in Accounting and Ph.D. in Psychology—including 22 years of clinical practice—profiles potential candidate compatibility with a client's particular business environment. He provides soft skills, cognitive styles, behavioral profiling, and occupational interests-related assessments to ensure a strong position match. His relationship focus, business orientation and retention-focused mindset provide key value to our clients.



CSI is a one of a kind search firm. I was very impressed with their desire and willingness to really understand the business of Quirky and how we work. They really delivered on one of our most difficult talent searches for a Chief Technology Officer.

I've been working with firms for many years and I have to say CSI is the best I've ever worked with. I highly recommend them to any company about to embark on a difficult search.

*Director of Talent Acquisition
Quirky, Inc.*

CSI Executive Search

512.301.1119
www.csi-search.com

CSI devotes its full attention to each search, prides itself in efficiency, organization, and integrity and contributes to its clients' ability to meet strategic business objectives.

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