



Aerospace & Defense Leadership Solutions

Empowering Clients to Recruit and Retain Top Talent





Searching For Professional Leaders?



CSI truly takes the time to understand our firm's needs, not just for the open position but also as to how that role fits in with the rest of the organization. CSI is thorough and extremely detail oriented. I always know where we stand on a search. And I know that the candidates they bring to me are all worthy of hiring. They make it a great problem to have. We have used CSI for many searches through the years and always receive top-notch service.

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.

Empowering Clients to Recruit and Retain Top Talent

▼
CSI employed a very disciplined and effective methodology for the selection and presentation of qualified candidates. It began with gaining a thorough understanding of our needs and expectations, followed by a careful vetting of qualified candidates, and concluded with the setting of fair and realistic expectations during the offer/negotiation process. They are committed to complete customer satisfaction and achieved it!

*President
VACCO Industries, Inc.*

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 Aerospace and Defense technical and operational talent.

CSI places technical and operational professionals in the following Aerospace / Defense sectors:

- ▶ Manufacturing
- ▶ Aircraft
- ▶ Engines
- ▶ Ammunition / Weapons
- ▶ General Aviation
- ▶ Space Products
- ▶ Airport / Aviation Security
- ▶ Troop Support
- ▶ Combat Vehicles
- ▶ Unmanned Aircraft (UAS)

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.



“I chose CSI because they asked really good questions during our initial face-to-face meeting. When they left our offices that day, I knew they were the right ones for us ... and I was right.”

**President
ETS - Lindgren**

(Innovator of systems and components for the detection, measurement and management of electromagnetic, magnetic, and acoustic energy.)

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.

CSI | **Executive Search**



CSI Executive Search

9600 Great Hills Trail, Suite 150W
Austin, TX 78759

512.301.1119

www.csi-search.com