



The FocusFramework™ Benefits

A Comprehensive Guide to Our 4-Pillar Recruiting Methodology

The FocusFramework™ is designed to reduce effort, minimize risk, deliver strategic advantage, and scale with innovation. This document outlines the tangible benefits across all four pillars of our methodology.

1. Effort Reduction

FocusLift 360™ - We Do the Heavy Lifting

1. Search Led by 25-Year Recruiting Veteran

Every search is conducted personally by a seasoned industry expert, not a junior associate.

2. White-Glove Service

We handle 90% of the hiring process (sourcing, screening, interview scheduling, negotiations).

3. Pre-Vetted Candidate Profiles

Every candidate is skill-validated and benchmarked before reaching you.

4. Social Media Recruiting Package

We promote your opportunity and company story to maximize visibility and candidate engagement.

5. Video Interview Presentations

Clients receive recorded video interviews of top candidates for easier evaluation if desired.

6. Rigorous Reference Checking

Candidates are thoroughly reference-checked prior to presentation.

7. Hands-Free Onboarding Support

We guide candidates through resignation, transition, and onboarding to reduce client workload.

2. Risk Reduction

TalentShield 360™ - Protecting Your Hiring Investment

1. Unconditional Financial Guarantee

100-day NO Questions Asked guarantee to protect your hiring investment.

2. Culture & Retention Screening

We pre-screen candidates for long-term cultural fit, not just technical skills.

3. AI-Powered Personality Assessments

Advanced behavioral analysis to ensure strong team and culture fit.

4. Offer Negotiation Shield

We manage offer stages to ensure acceptance without unnecessary friction.

5. Candidate Experience Guarantee

Every candidate leaves the process with a positive impression of your company's brand.

6. Reverse Recruiting Services

Clients are given exclusive first access to select top-tier candidates entering the market before anyone else knows.

3. Strategic Advantage

TalentCatalyst 360™ - Helping You Win the Talent War

1. Long-Term Partnership Focus

We're invested in your ongoing growth, not just a one-off placement.

2. Passive Candidate Recruit Focus

Targeting the 75% of hidden talent not responding to job boards or other recruiters.

3. International Candidate Reach

Access elite talent across North America and globally.

4. Compensation Benchmarking

Market insights to ensure your offers are competitive.

5. Strategic Hiring Advisory

Guidance on team structure, role design, and scaling strategy.

6. Practice Builder Expertise

Placing leaders who can build and scale new service lines or practices.

7. Market Intel Reports

Insights on where competitors are sourcing and retaining top talent.

8. Evangelist Approach

We act as brand ambassadors, selling your story to elite talent.

4. Innovation & Scalability

TalentNavigator 360™ - Future-Focused Growth

1. Specialized Expertise

Focused exclusively on Microsoft Dynamics, NetSuite, CRM, Data Analytics, BI, and AI talent.

2. Recruitment Process Outsourcing (RPO)

Scalable recruiting support to rapidly build or expand delivery teams.

3. Proactive Pipeline Building

We curate a pipeline of talent even before openings arise.

Experience the DynamicsFocus Difference

Our FocusFramework™ methodology combines 25 years of recruiting expertise with cutting-edge technology and a deep commitment to partnership. We don't just fill roles—we build relationships, protect investments, and deliver strategic value that compounds over time.

DynamicsFocus, LLC | Specialized Microsoft Dynamics & NetSuite Talent Acquisition