



# 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*