



Development & Recruiting

SAGIN has transformed the executive search process by creating its own proprietary approach. We believe that identifying the right leadership is more than just filling a position. It is about creating a winning team. Our approach optimizes the executive search process by placing the right player into your organization that will have the most impact on results and help you achieve your strategic vision. Our support doesn't end there. We offer our clients a complete offering of leadership development, communications and team building training and coaching.

Executive Search

Our techniques and approach are proprietary to SAGIN. We have structured our Executive Search Services around the needs of our clients, whether you are interested in a one-time search, retained services or out-sourcing your recruiting function.

- Retained Search
- Contract/Outsourced Recruiting
- Interim Management

Our services use our internal measurement techniques and approach in helping to best structure and build your internal team of talent.

Approach



Board of Directors and Executives often find themselves asking, “Why didn't a specific person work out?” A combination of factors can exist from market dynamics, financial performance, cultural fit, experience, etc. One of the most important aspects is viewing the role not as a position, but as a member of a team. It is a variety of factors and dynamics that when working together as a high performing and efficient system help executive

teams produce winning results. Our approach is similar to the *Sabermetrics* found in the book “*Moneyball*”, and SAGIN applied the concepts to developing a winning executive team. Traditionally investors monitor company performance from a variety of factors relevant to the industry. Our internal measurement approach addresses the continuity of executive performance. In addition, similar to the cultural and personal dynamics of a team, we measure the success of a candidate by the environment and team they will be working with. It is never a successful placement if the performance of the overall team does not improve.

Often in the past, many companies and recruiters treat these as “miss-calculations”. We believe our approach helps best mitigate these risks at the beginning in the evaluation, search and selection process.

Industries & Positions

We have worked in a variety of industries and emerging markets including:

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|-------------------------|---------------------|
| - Media & Entertainment | - Hospitality |
| - Banking & Finance | - Manufacturing |
| - Pharm & Tech | - Healthcare |
| - Energy & Utilities | - Private Equity |
| - Non-Profit | - Business Services |

Our expertise ranges from CEO's to CTO's from Sales to Finance. We have identified and recruited executives for

Sagin, LLC is a value driven management consulting firm. Our firm is comprised of experienced people from both consulting and the industries which we serve to help our clients achieve their goals. We bring a collaborative approach to our work and incorporate all stakeholders in the process identifying the value drivers to track and deliver results in the process. Visit us at www.Saginllc.com to learn more.

newly developed positions, business lines and expanding global markets/territories.

We have recruited for the following positions:

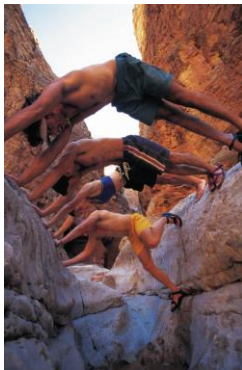
- CEO & CFO's
- Board Positions
- Marketing & Adver.
- Operations
- Finance & Acctg
- Sales & Bus. Dev.
- Engineering
- Product Dev.
- CIO's & High Tech
- Creative & Media
- Human Resources
- Publishing

We invest our time upfront in analyzing and understanding your culture and the strategic direction you want to take the company or specific division.

Organizational Development

In addition to executive search we have worked extensively with company leadership and management to support them through Executive Coaching and Development Services. Using our techniques we work with executive management to help them better shape their team and improve performance by addressing the human factors of performance.

Performance Management & Sustainability



We work with management to identify the goals of the company or divisions and help structure the performance management structure, incentives and measures to best align the organizational goals with behavior. The overall organizational health can have a significant impact on financial and operational performance. Signs of

increased employee turnover are often lagging indicators of deeper rooted problems.

Culture Migration & Integration

Often companies realize their current culture is causing talent to leave and is not keeping pace with the changing business environment to remain competitive or stay on top. Our services look at how an organization can best address their performance gaps and modify their existing culture. This is often an approach which is addressed in corporate mergers or acquisitions.

Target: Transitioning from a start up environment to a mature, high-performing culture. Re-aligning prior operating styles with diverse and emerging behaviors, values and beliefs to achieve new efficiencies and optimize the organization's investments.

Change Implementation

Organizations facing large systems implementations, divestitures, acquisitions or mergers are all impacted by cultural and process changes. Our team focuses on staying in-front of these changes and deploying the techniques to mitigate the risks and improve the success of the effort.



Communications & Executive Presence

We have all experienced it. A person walks into a room and we are instantly riveted, positive and open. Their words, filled with substance and capability, draw us in to listen and often take action. Executive Presence, a combination of great communication skills, authentic personality, and transparent personal values are more essential than ever before. They are the foundation on which companies and careers are built and combine skills that the Harvard Business Review calls a "must have" competency.

Resource Optimization

Sometimes companies find their markets have shifted and the former skill sets of talent will not support the changing direction of the company. This can be from rapid growth and expansion to winding down and phasing out operations. We have worked with companies to appropriately plan and adjust the existing workforce to address the needs of the changing business model.

Our organizational development resources and skills are incorporated in our approach when working with clients. In addition, our professionals can also be incorporated into your existing teams to enhance the effectiveness and success of your effort. To learn more about our Executive Recruiting and Organizational Development Services and approach, you can visit us at: www.saginllc.com or contact us at +1.312.281.0290

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