



Finding Tomorrow's Leaders Today

Wray Executive Search

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Introduction to Wray Executive Search

For 45 years Wray Executive Search has successfully provided executive search services, recruiting impressive leadership teams for many of the nation's most successful restaurant, hospitality, retail and consumer goods companies. Our primary focus has always been and remains aligning candidates who have the appropriate blend of knowledge, skill, attitude, experience and commitment with our clients' needs. Our clients range from multinationals to entrepreneurial startups.

Who we are – Our team of executives has developed broad-based expertise coupled with an impeccable reputation for creativity building the teams and human capital strategies that contribute in the progress of bringing the brands to the top of their respective segments. We are vested in the process and the ultimate success of each candidate placed.

- **Board Members**
- **Financial**
- **Development**
- **Culinary**
- **Quality Assurance**
- **C Level**
- **Marketing**
- **Supply Chain**
- **Construction**
- **Franchising**
- **Operations (Franchised & Corporate)**
- **Human Resources**
- **Real Estate**
- **Training**
- **IT**

Executive Search Strategies:

1) Trends in 2016:

Business Trends: Millennials are the key drivers representing 80 million of new consumers in the economy.

Employment Trends: Employers are purposely moving away from the 80 million large Baby Boomer generation to the 40 million small Gen-Xer generation.

Executive Search Strategies

2) Tools:

Predictive Index: On-line tools commonly used to identify “predictive” behavior and potential success of a candidate within a company’s culture.

HireVue: New to the scene interactive video tool (similar to Skype/Facetime) that is used to record live interviews with predetermined questions or custom created questions designed to see how candidates act and react to “real-time” questions.

LinkedIn: Common and most widely used “business networking” tool.

Executive Search Strategies

3) Talent Mapping / Succession Planning:

Strategic talent mapping allows organizations to be more agile, adaptable and less reliant on increasingly expensive and time consuming hiring. Building an innovative talent acquisition resource pool equips the business to be able to respond and support company growth and objectives with speed and clear ROI.

Strategic talent mapping develops a specific talent pool or pipeline for your organization's market/industry sector or skill needs and companies benefit from significant savings compared to traditional recruitment spend.



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