**An Education Recruiting Solutions Business**



**HARDING PARKER & ASSOCIATES LLC**

**“Getting the Outcomes you Desire”**

**Leading and Serving Communities,” One at a Time”**

**Active in SAMS**

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***COMPANY OVERVIEW:***

HARDING PARKER & ASSOCIATES LLC is a Raleigh, NC based educational leadership recruitment and coaching firm focused on attaining the highest level of satisfaction for the boards of education we serve. We also provide exceptional Training Services. With distinction HPA’s Team have successfully served clients in some of the most diverse organizations and communities in the nation.

**Our mission:** is to help (*Boards)* across the nation find outstanding leaders who focus on successfully meeting the educational needs of their students and communities. We are acutely aware of the critical importance of quality leadership.

**What We Do**

**Our goal**

HARDING PARKER & ASSOCIATES LLC’s goal in each leadership search is to identify and present a slate of well-qualified candidates for your leadership position. Each candidate will meet the needs of your district as defined by your governing board and your community.

**Our objectives**

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| --- | --- |
| - | To provide excellent assistance and support to your board which will result in the selection of a leader who will meet your district’s needs. |
| - | To meet the timelines as outlined in our proposal and identify the successful candidate by the designated date. |
| - | To involve the community and staff in the selection process as directed by the board and to do so in such a way that we build support for the process, the board and the successful candidate. |
|  | To successfully implement the HARDING PARKER & ASSOCIATES LLC **Model Solution Plan** in order to meet the board’s expectations and deadlines and do so within the proposed budget.**Who We Are****Our history**When you select HARDING PARKER & ASSOCIATES LLC to work with your school district, you are receiving services from a firm with experienced consultants who have over 70 years of successful leadership searches. Our team is made up of former successful CEO’s, School Superintendents, Principals, and University Administrators. Our team associates are State and Nationally recognized leaders in their field. Our associates are dedicated professionals who have combined the very best practices that offer our clients a collective expertise and connections throughout the nation.**Our location**HARDING PARKER AND ASSOCIATES LLC (HPA) corporate office is located in Raleigh, North Carolina. We conduct searches throughout the United States with consultant teams built to meet the needs and locations of our clients. |

**Our staff**

HARDING PARKER & ASSOCIATES LLC’s experienced and dedicated consultants are networked with educational leaders, as well as college, university, and business leaders throughout the country. Many are active in state, regional, and national educational organizations. All our associates are credentialed as School Superintendents, K-12 Principals, Teachers, and Champions of Education. Our associates have been recognized and selected by their peers as State and National Educators of the Year. Some of our consultants in various states’ teach and train future superintendents at the university level and various leadership academies. **HARDING PARKER & ASSOCIATES’** consultants offer a high level of expertise and a strong cadre of knowledge about exceptionally talented people throughout the country who are interested in working in leadership positions in education. We believe that we offer boards an excellent opportunity to find the best person to meet their district’s specific needs. Please follow the links below to meet our directors and associates.

**OUR PROCESS GETS RESULTS**

**A typical recruiting process looks something like this:**

**Harding Parker and Associates LLC’s** process is that we help you design what you want and get you the quality your students and community deserve," we provide both quality assurance and efficiency through:

1. The amount of work we put into the preparation stage.
2. The proprietary decision support steps and tools we put in place at every stage.
3. The assurance that you are working with consultants that have been practicing educational administrators and board members

## We understand that when it comes to recruiting, time is typically of the essence.

**We do all of the work**.

It’s easy to get caught up in the mentality of “hurry, we need someone quick!” But we have learned that cutting corners at the front end of the process can actually lengthen the time to hire, and it certainly does not lead to the best hire.

**HPA’s process is designed around supporting informed decision making at the key decision points for candidates, the hiring manager and the recruiter. By taking some extra time at the front end to create the job-specific proprietary decision support tools, we stack the deck for a smoother and more successful search.**

## Our Team at (HPA) provide smart answers to key questions

* What does the ideal candidate “look” like?
* What makes this job an ideal opportunity for the right candidate?
* How and where should we market and source for the position?
* Which applicants or candidates should we focus on?
* How do we identify the most promising candidates to interview?
* How do we determine which one to hire?
* How does the selected candidate respond to the offer?
* We ask the right questions and know how to use the tools of the trade to produce great hires.

### We are not just a recruiter; we are a team on every search.

HPA believes that recruitment is too important to be done without passion and work is too time consuming to be done without purpose. The result is that your searches are performed with passion, focus and expertise.

## The Team You Deserve:

Our dedicated quality team monitors each search behind the scenes to ensure that we are meeting our quality, speed, and service level commitments to you.

“Not just recruiters. “Professional, Full Service Team Recruiters”

**In Summary**

Harding Parker & Associates will complete a successful search on behalf of your board, district, and community by aggressively recruiting well-qualified candidates, creating community and staff support for the search effort, meeting and exceeding the Board’s expectations and deadlines within the proposed budget, and supporting and assisting the Board throughout its process to find the best candidate for your position.

**Contact Us**

**To contact our corporate office or send an email or phone inquiry –**

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