

buildinggurus

BUILDING PRODUCTS RECRUITING

EMPOWER

ABOUT BUILDING GURUS: Building Gurus is a boutique building products executive search firm. We work with building product manufacturers and distributors to turn potential into profit through people. We believe some openings require the expertise of a professional recruiter, but many simply require education or empowerment to allow your in-house team to start finding and hiring great people.

ABOUT RIKKA: Rikka Brandon has been recruiting in the building products industry since 2001. Over the years, she has worked with companies of all sizes from privately-held companies doing \$10 Million in sales to Fortune 100 companies. She's conducted over 15,000 interviews, hired hundreds of people, and successfully filled over 500 of her client's hard-to-fill openings. Of those 500+ placements, she has a less than 1% fail rate, and the last one was over 10 years ago - which is probably why she rarely loses a client and has been working with most of her clients for years. Rikka has been a featured hiring expert for such industry publications as LBM Journal, ProSales, NKBA, Remodeling, and many more. She's also been quoted or featured by USAToday, Fast Company, and the NFIB as a hiring and firing expert.

ABOUT EMPOWER PACKAGES: With all our empower packages, we're taking Rikka's expertise and applying it to your recruiting and hiring challenges. By coaching and developing your team, you're able to consistently deliver "headhunter" results - without spending more than you can afford.

- Coaching Packages
- Advisory Packages
- VIP Days
- Virtual Director of Recruiting

Each option is detailed below, feel free to email Rikka@buildinggurus.com or [schedule a call](#) to discuss your needs in greater detail.

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BUILDING PRODUCTS RECRUITING

COACHING PACKAGES

Our coaching program is designed for in-house recruiting or HR professionals who are in charge of delivering results related to recruiting and hiring. Coaching will provide insight and advice to help you develop best practices for recruiting, selection, hiring, and firing, as well as insight on how to effectively set and manage both hiring manager and candidate expectations. Coaching is personal and customized to your needs. We have the framework, you provide the focus. Our goal is to empower you to do your job at a higher level, getting better results with less time and effort.

GOLD PROGRAM

- One Phone Call per month
- 2 Emails per week (replied to within 24 hours)

PRICE: \$1500/m

PLATINUM PROGRAM

- Unlimited emails (replied to within 24 hours)
- Unlimited phone calls (returned within 24 hours)

PRICE: \$3000/m

DIAMOND PROGRAM

- Unlimited emails (replied to within 24 hours)
- Unlimited phone calls (returned within 24 hours)
- Weekly Video Calls with MP3 & MP4 Recordings

PRICE: \$5000/m

Terms & Conditions

- All coaching programs have an onboarding fee of \$997 to allow for time to research organization
- All coaching programs have a minimum 3 month commitment to allow for time to execute and improve
- All coaching fees are non-refundable

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BUILDING PRODUCTS RECRUITING

ADVISORY PACKAGES OWNERS & EXECUTIVES ONLY

Our advisory packages are designed for business owners or executives who know that recruiting, hiring, and retaining great people is crucial to their business's success. They probably have a small HR team, but ultimately they are the ones making key hiring (and firing) decisions. These advisory packages are designed to provide you with a confidential space to share your concerns and get expert insight and advice.

Our advisory services are completely customizable. They can be used to simply give you a safe and confidential space to be uncertain, frustrated, or pissed off at your team's performance. It can also provide the framework and support you need to turn potential into profit through people. It starts with being confident in yourself and your recruiting and hiring practices. From there it can evolve into developing long term talent funnels, revamping your company culture, or turning your sales team into hunters instead of order-takers.

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PLATINUM PROGRAM

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VIP DAYS

VIP Days are the ultimate in customized consulting. Your challenges → Rikka's expertise. For the price of one placement fee, you'll get answers and actionable advice that will help you solve your hiring challenges for years into the future. The most effective VIP Days have a clear focus and expected outcome. This allows us to stay focused on the primary challenge and not get distracted by secondary challenges.

1/2 DAY VIP

- Dinner with Rikka the night before (optional)
- Work block of up to 4 hours
- Up to 6 participants

PRICING:

Onsite: \$12,500 + travel costs

Virtual: \$7,500 (includes MP4 and MP3 Recordings of event)

FULL DAY VIP

- Dinner with Rikka the night before (optional)
- Morning + Afternoon work sessions
- Lunch with Rikka - either brought-in or offsite (optional)

PRICING:

Onsite: \$25,000 + travel costs.

Virtual: \$12,500 (includes MP4 and MP3 Recordings of event)

2-DAY INTENSIVE

- Dinner with Rikka the night before (optional)
- Day 1 - Morning + Afternoon work sessions
- Lunch with Rikka-either brought in or offsite (optional)
- Day 2 - Morning + Afternoon sessions

PRICING: \$50,000 + travel costs.

Terms & Conditions

- 50% due to reserve date, final 50% due before event date, non-refundable

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BUILDING PRODUCTS RECRUITING

VIRTUAL DIRECTOR OF RECRUITING

This is for businesses with BIG goals. It's for businesses that see the potential in building products and know their business has the potential to grow both revenues and profits if they could just find the right people.

The Virtual Director of Recruiting Program is by application only. If you're interested in being considered, please let us know and we will share the application process with you. Not all applicants will be approved.

THE VIRTUAL DIRECTOR OF RECRUITING PACKAGE INCLUDES:

- A 2-Day Intensive to set Strategy (\$50,000 value)
- 4 Full VIP Days - Quarterly or 2-day intensives (\$100K value)
- Monthly ½ Day Virtual VIP Day - to ensure staying on point / on strategy (\$90,000 Value)
- Platinum Coaching Package for key team member (\$60,000 Value)
 - Discounted Coaching Packages available for other team members

Over \$300,000 in Value.

PRICING & PAYMENT OPTIONS

Annual - \$180,000 (a savings of 40% - \$120,000 off retail price)

Quarterly - \$54,000/quarter - \$216,000/year (a savings of 28% - \$84,000 off retail price)

Monthly - \$20,000/month - \$240,000/year (a savings of 20% - \$60,000 off retail price)