



# Sara Pettes McWilliams Executive Search

KENT McWILLIAMS, INC.

## *Biography*


Sara Pettes McWilliams is an executive search consultant specializing in all areas of Human Resources and Learning & Development. With over 25 years focusing on the Human Resources needs of her clients, she has served a broad set of industries. These include professional services, financial services, healthcare, pharmaceutical, diversified manufacturing, and consumer products.

Partnering with organizations ranging from international Fortune 50 corporations to small start-up firms, Sara's commitment to long-term relationships with her clients has enabled her to provide targeted HR/HRD search and consulting support to serve a wide array of client needs.

Sara graduated from Duke University with a BA in Political Science. She has been active in Human Resources since 1978, initially as a practitioner and then as a search professional. She has created HR departments for rapidly growing companies, established college recruiting and Affirmative Action programs, and has provided HR consultation to non-profit organizations on a pro bono basis.

Sara formed her independent practice, Kent McWilliams Inc., in 2002. Prior to that she was a Managing Partner of Abbott Smith Worldwide, a leading executive recruiting and HR consulting firm incorporated in 1966. Before joining the search profession, Sara was Personnel Director of an EPA-certified environmental laboratory and Human Resources Director of an international art foundry group.

Her professional affiliations include ASTD, SHRM and ISPI. Sara also serves on the Marist College School of Management Advisory Committee.



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## Capabilities

Capabilities are summarized below by industry and position filled.

### Industries Served:

Academic Institution  
Aerospace  
Assisted Living  
Business Services  
Consumer Products  
Distribution  
Energy  
Financial - Corporate  
Financial - Call Center  
Healthcare  
High-Tech Manufacturing  
Human Resources Consulting  
Information Services  
Internet/Start-Up  
Manufacturing  
Pharmaceutical  
Professional Services  
Real Estate Development  
Retail  
Telecommunications

### Representative Positions Filled:

#### *Human Resources Generalist:*

- SVP/VP HR
- Senior Director/Director HR
- Director ER/LR
- Manager
- Business Partner

#### *Leadership/Management Development:*

- VP
- Director
- Manager
- Executive Coach

#### *Organization Development/Effectiveness*

- VP
- Senior Consultant/Consultant, internal
- Senior Consultant/Consultant, external
- Performance Consultant

#### *Training/Learning:*

- VP
- Director
- Manager
- Instructional Designer/Technologist

#### *Sales Development/Effectiveness:*

- VP
- Senior Consultant, external
- Performance Consultant

#### *Staffing:*

- Director
- Manager

#### *Compensation:*

- Manager
- Senior Consultant, internal

#### *Other functions:*

- Chief Financial Officer
- Chief Operating Officer
- General Manager

We have successfully filled a wide variety of positions throughout the United States. At any given time, at least 80% of our assignments are with clients with whom we have previously worked.

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## Sara Pettes McWilliams Executive Search

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Executive search services specializing  
in Human Resources, Training, and  
Organizational Development positions  
for client companies nationwide.

### *Philosophy & Values*

We are seasoned Human Resources practitioners and consultants who have been managers, leaders, and team members ourselves. We understand the investment that each party brings to the search process, and we're committed to delivering successful outcomes through an experience that is positive for everyone involved.

### *Respect*

We respect our client companies, their efforts to build and maintain successful organizations, and their needs for timely, effective talent acquisition. Consequently we are committed to understanding our clients' businesses and to representing them in the most knowledgeable, professional manner. We accept only those assignments which fall within our area of expertise and to which we can dedicate our full resources. We maintain strategic partnerships with other search professionals who demonstrate the same level of commitment and respect.

We respect our candidates and their career development. We are committed to ensuring their confidentiality and our accessibility.

### *Practices*

We are proactive in our commitment to workforce diversity. Valuing the trust placed in us by our clients, we never recruit a candidate from a company in which we have placed him/her, and we maintain a strict "Hands-Off Policy" at a company for a period of one year from the most recent placement.

### *Knowledge*

Critical to our clients' and candidates' success is our knowledge of the ever-evolving field of human capital. We remain current regarding best practices, strategies, tools, and philosophies through active membership in professional organizations, bench marking, and continuing education.

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We offer several levels of service,  
tailoring the terms of our  
agreement to meet the specialized  
needs of each client.

## *Services*

Search assignments range from executive leadership to functional specialist in individual contributor role.

In all our work, we guarantee the following:

- From initial consultation through on-boarding support, each search assignment is personally conducted by a senior level associate.
- Our sourcing includes targeted outreach as well as use of our extensive networks throughout the country.
- We proactively, regularly update the client and the candidate.
- We limit the number of assignments to ensure full dedication of our resources to each search.

We can provide sample documents upon request:

- Agreement and Scope of Work
- Project Plan
- Candidate Presentation

## *Associates*

We maintain strategic partnerships with a select group of executive search consultants located in different parts of the United States. These professionals share our philosophy and approach to the search process; all have demonstrated expertise in Human Resources, Training, and Organizational Development.

Additionally, we offer a broader solution set to our clients through our network of experienced HRD practitioners. Working with colleagues specializing in coaching and development as well as in executive search enables us to more completely address our clients' talent acquisition, retention, and improvement challenges.

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