



Sara Pettes McWilliams Executive Search

KENT McWILLIAMS, INC.

We execute a targeted sourcing strategy individually designed for each search assignment.

Sourcing Strategies

A foundation of our practice is to work with only a few companies in each industry. This allows us to source industry-specific candidates without violating our hands-off commitments to our clients.

We are committed to encouraging diversity, and to conducting the sourcing process in a way that demonstrates respect for the client as well as for each individual contacted.

As we begin a search, we mine our proprietary database of approximately 8000 candidates, utilizing this resource to produce both candidates and referrals.

As importantly, we employ targeted research and cold-calling. Our goal for every slate of candidates is to include people whose careers we have followed, those referred to us through our extensive network, and people whom we have newly identified specifically for the current search.

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