



The Dingman Company is a retained executive recruiting firm, helping its clients hire exceptional leaders by providing unique wisdom and service in all aspects of the search and selection process. We deliver the highest ethical professionalism, take our client's success personally, and provide the quality results they require.

More than 200 organizations, from regional to global Fortune 500 companies, have benefited from The Dingman Company's focused personal attention and proven matchmaking process.

MISSION

To make a positive difference in the lives of people and organizations. Through our client partnerships we provide strategic counsel that identifies and matches exceptional executive leaders who are aligned with our client's values, culture and needs.

VISION

Our vision is to equip organizations with executive leaders who inspire, motivate and guide their customers, shareholders and their associates into a more successful future.

GUIDING PRINCIPLES

As a company, and as individuals, we value integrity, honesty, openness, personal excellence, continual self-improvement, and mutual respect. We are committed to our clients and have a passion for seeing them succeed. We take on big challenges, and pride ourselves on seeing them through. We hold ourselves accountable to our clients, partners, and team members by honoring our commitments, providing results and striving for the highest quality of service.

ETHICAL STANDARDS

We want you to be aware of our commitment to the highest ethical standards.

We seek to serve clients who share our concern for integrity and demonstrate it through good business practices, fairness and excellence in products or services. Sharing similar values with our clients is the basis for the mutual trust needed.

Three things must be in place in order for us to accept a search assignment:

- 1 The client must be an organization about which we can be enthusiastic.
- 2 The search must be feasible. We must feel we can find and attract the type of quality leader you are seeking.
- 3 The selected candidate must have the appropriate opportunity to succeed in the position.

The relationship between client, candidates and our firm is based on trust. You trust us sufficiently to share plans for the future, problems that need correction and possible changes in key personnel. Likewise, candidates must be convinced of our good faith in order to open up and share their aspirations and limitations. Information obtained from the client, candidates and references is viewed as sensitive material, requiring discretion in its handling and maintenance of appropriate confidentiality.

We are committed to acting in an ethical manner toward clients and candidates.

Our promise to our clients:

We value the trusting relationship we build with each of our clients, therefore all of our client’s employees are “off limits” to us for two years after our most recent search. In the same vein, for at least seven years we will not recruit from you any executive we have helped you find, except with your written permission. Additionally, we will not accept two or more assignments at the same time where the selection criteria are so similar that we would be drawing from the same candidate pool.

OUR PEOPLE



H. BRUCE DINGMAN
President

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Bruce has handled a wide variety of executive search assignments including CEOs for airlines; a theme park company; hotel groups; industrial services companies; international non-profits; university Presidents, plus COOs, CFOs; Corporate Chief Marketing or Sales Officers, Chief Information Officers; VP's of Operations, Manufacturing, Human Resources and Legal Counsels. Additional fields of expertise include travel/tourism, media, clubs, high tech, consumer products, manufacturing, senior living and hotels/resorts/timeshare. While Bruce is a "generalist" working in many industries, one-third of his assignments are in hospitality or senior living, and over half for non-profit/religious/education organizations. The latter is his way of giving back to the things he believes in.

Bruce strives to find people who fit the values, management style and goals of the client organization while insuring that the candidate and family, if there is one, fit the locale. He has done numerous assignments overseas where cultural and geographical focus was crucial. Having worked in three foreign countries himself and speaking English, Spanish and Portuguese, Bruce is adept at finding candidates who fit cross-culturally.

Education

Bachelor of Science, Cornell University
Ithaca, New York

"It was with respect to Bruce's grasp of our culture and his use of that in bringing forward candidates unknown to the Trust that he especially excelled. This was supplemented with professionalism, sensitivity, cordiality, wisdom, experience and knowledge that resulted in an experience that was in every measure conditioned by confidence and trust."

Executive Director and
Trustee

OUR PEOPLE

**WARREN SCHUH**

Vice President

Contact Warren at:

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Warren brings more than 30 years of leadership experience in non-profit organizations to The Dingman Company. For the past six years, Warren has led his own consulting firm which provided organizational analysis, strategic planning and executive coaching services in the non-profit sector. Prior to that, he held a variety of roles in the local church including Executive Pastor in two successful, large churches in Colorado and California. As Executive Pastor, he developed a strong track record of strategic leadership, staff supervision and hiring key staff members.

Warren also served as the Director of Large Church Networks for Leadership Network in which role he identified the most innovative large churches in North America, established networks among the leaders of those churches and developed peer learning environments to accelerate the diffusion of the emerging innovations.

Warren provides a strong history of organizational dynamics insight and key staff development expertise. His understanding of and sensitivity to the unique needs of churches and non-profits provides valued perspective in the search environment.

Education

Master of Divinity
Gordon-Conwell Theological Seminary

Bachelor of Arts in Philosophy and Religious Studies
Wheaton College

Exceptional leadership is what makes the difference between a great organization and a mediocre one. In an increasingly complex world, it may mean the difference between success and failure.

True leaders who motivate others to break through barriers and to climb to new heights – who provide clear direction through seasons of great challenge and uncertainty – are rare.

To reach their fullest potential, businesses and organizations require leaders who can set the vision and skillfully guide the execution of that vision. Finding those unique men and women whose presence inspires excellence, ethical behavior, loyalty and success is, arguably, among an organization's most significant undertakings. In doing so, there is much at stake.

For over 20 years, The Dingman Company has helped organizations find and attract leaders of the highest caliber.

OUR PEOPLE

**RICH KIDD**

Vice President

Rich brings a diversity of leadership experience to the Dingman Company that spans from the business world, across the church community, and into Christian higher education. For five years Rich served at Regent University, as Director of Campus Ministries and Adjunct Faculty. Before that, Rich had been a Vice President of Operations of a multi-site high-end retail jewelry business. There he gave leadership in brand management, supply chain and vendor management, and sales training. Together, he and the CEO initiated a values-based corporate culture and business model. His passion for leadership coaching and development, strategic planning and entrepreneurial ventures involved him in a new church start, as well as pastoral ministry in large, local churches. He has shared this passion to encourage others to greatness through private consulting, serving clients from small business to large, thriving churches, and regional church networks in organizational best practices. Rich is also an ordained minister in the Evangelical Presbyterian Church.

Rich's relational empowerment model and cross-industry experience make him a natural for executive searches; he has a quick and intuitive grasp of client needs, and extensive experience analyzing cultural ethos and fit for values-based companies.

EDUCATION

Doctor of Ministry
Fuller Theological Seminary
Pasadena, CA

Master of Divinity
Trinity International University (TEDS)
Deerfield, IL

Bachelor of Arts
College of William and Mary,
Williamsburg, VA

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OUR PEOPLE



DAVID GYERTSON, Ph.D.

Consultant - Education & Media

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Dr. David Gyertson has a broad and varied background in higher education, nonprofit leadership, publishing, consulting, executive coaching, ministry and media. Gyertson is Distinguished Professor of Leadership Formation and Renewal at Regent University and has held positions in student development, enrollment management, advancement and as president of three universities (Regent University, Asbury University, and Taylor University), as well as two charitable education foundations. He is a Fellow with the Engstrom Institute of the Christian Leadership Alliance with a special research and consulting emphasis in executive leadership for faith-based nonprofit organizations. He also serves as Senior Fellow of the Council for Christian Colleges and Universities.

Gyertson is an author and book editor. He served as General Editor of *Living by the Book*, the Editor of *Salt & Light: A Christian Response to Contemporary Issues* (Word Publishers 1990) and the revised edition of *One Divine Moment: The Story of the Asbury Revival* (1995). He was the senior editor for the Engstrom Institute's on-line leadership library. His recent publications are *Board Governance for Faith-Based Nonprofits* (2010) co-released by the Engstrom Institute and the CareNet organization, and senior editor/contributor of *Non-profit Leadership in a For-profit World* (Standard Publishing: 2011).

Gyertson has served the Christian Broadcasting Network as founding Dean of Students and Campus Minister of Regent University, Corporate Chaplain for CBN, and President of Christian Broadcasting Associates (Canada's 700 Club). For 16 years he was the Executive Producer and television host of *Canadian Edition*, CBN's weekly Canadian news and ministry broadcast.

Education

Ph.D. in higher education administration and management, Michigan State University

Bachelor of Arts in philosophy religion and psychology, Spring Arbor University (Michigan)

OUR PEOPLE

**TIM BERNSTEIN**

Vice President, The Dingman Company
General Manager, Ardent Search Company

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Prior to joining The Dingman Company in 2004, Tim led his own consulting practice for three years, specializing in re-organization, systems/structure improvement, ethics implementation, corporate culture change and executive coaching. Previously, for nineteen years, Tim held leadership positions in operations, strategy, marketing and staff development in Fortune 100 companies as well as municipal, educational and faith-based organizations. Tim's commitment to integrity, definitive understanding of leadership and transition, along with his highly relational style are strong assets in assisting clients in their change process. Tim is a search generalist working in research, candidate generation and client relations for The Dingman Company. Tim is also the General Manager of Ardent Search Company, a Dingman Company affiliate.

Education

Master of Organizational Leadership
Biola University

Master of Science, Counseling Psychology
California Lutheran University

Bachelor of Science, Administration
California State University, Northridge

OUR PEOPLE



DONNA WHITE
Vice President

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Donna White brings more than a decade of recruiting experience to The Dingman Company, Inc. Prior to joining the firm in 2005, Donna was principal of a boutique search firm focused on consumer products sales and marketing. While her client base spanned the consumer products arena, niches were developed in working with toy and children's products companies and personal care products. Her work has also involved significant exposure to consumer packaged goods and consumer technology, and numerous searches for operations and financial executives across several industries.

Donna moves with dexterity between fields and industries and quickly grasps the needs of clients, utilizing keen insight and an almost instinctive understanding of organizations and the marketplace. Her capabilities were honed during an earlier career in corporate compensation planning with two multibillion dollar companies undergoing major organizational change. This experience also set the stage for her ability to navigate the unique search requirements of companies in transition. One of her passions as a Search Consultant is using her cumulative experiences to assist emerging companies. Donna's business experience is augmented by five years in the nonprofit sector where she held key leadership roles, and by serving long-term on the Board of Directors of two nonprofit organizations.

Education

Master of Divinity
Fuller Theological Seminary

Bachelor of Science, Management
Pepperdine University

"The person you recruited to fill the VP/General Manager position is truly an outstanding individual who is already adding major value to our firm. I also want to acknowledge your focus on finding people with the right values – that meant a lot."

President/Owner
Engineering Company,
California

OUR PROCESS

Initial Consultation

During the initial meeting with a client, we review the client's particular industry, markets, organization and technical information regarding the position to be filled. We also seek to understand the unique management and workplace culture which includes learning about the work atmosphere and personalities the candidate will work for and with, as well as determining what causes individual success or failure at this firm and thoroughly understanding the company's vision. If confidentiality allows, time is spent with the supervisor and peers of the position in order to determine their perspective, style and personality. Since our goal is to find someone in whom the supervisor will have confidence both in ability and style, this part of the process is important.

Opportunity Profile

We next prepare an Opportunity Profile which describes the client organization, detailing the nature of the position, and profiling the qualities and experience possessed by the ideal candidate. This detailed document, once approved by the client, serves as the primary instrument to communicate the opportunity during our search process. A major impact of the Opportunity Profile is its articulate, thorough style in attracting candidates to the position and organization.

Research

Our research director, in concert with the search consultant, begins identifying sources and candidates. We access our database of 40,000+ potential candidates or sources likely to provide leads and networking, utilize a variety of online databases, business directories and association membership lists, and gather names from our extensive network

of personal contacts. The vast majority of the time, final candidates are found by pro-actively seeking out candidates and wooing them to be interested in the opportunities. The results we achieve are usually outstanding.

Development of Prospective Candidate List

We welcome our client's suggestions as to which organizations or people may be likely sources to identify potential candidates, and conduct an exhaustive exploration for candidates who meet the criteria in the Opportunity Profile. The Opportunity Profile is then sent to the people obtained through this process, with follow up phone calls made to high-potential sources or candidates.

Screening and Interviewing of Potential Candidates

As resumes are received in response to our inquiries, we begin the evaluation process. Through many phone interviews and candidate responses to a questionnaire, we reduce the pool of prospective candidates to those with sufficient potential to warrant a personal interview. During these interviews, each candidate is evaluated against the criteria as set forth in the Opportunity Profile. Other areas explored include the candidate's level of interest in the position, compensation requirements, career goals and the geographical/cultural fit for the candidate and his/her family with the position.

We are not looking for good candidates because good isn't good enough. Our clients want excellent candidates. Our goal is to locate candidates with great relational skills, who are both strategic and tactical, who keep growing and who already have a proven track record.

Reference Checking, Background Report and Preparation of Candidate Profile

Six to ten references are typically checked for each candidate we expect to present, including superiors, close peers and subordinates. A background search to include driving record, credit report and criminal history will be obtained. Educational degrees are also verified. Before presentation to the client, we prepare a Candidate Profile which includes the candidate's resume, career progression, an evaluation of his/her overall fit for the position and their in depth response to a client's unique questionnaire. We conduct thorough reference checks prior to presenting a candidate to a client, thereby reducing the potential of having to remove a candidate from eligibility after presentation.

Candidate Introduction to Client and Initial Client Interviews

The three or four most highly qualified candidates are initially introduced to our client and interviews are conducted. More candidates are presented if needed. We furnish interviewing suggestions and guides to assist the client and are available during the candidate interviews, offering invaluable counsel as requested. After the interviews are completed, we follow up with the client and each candidate for feedback to insure that all important issues are identified. As needed, we assist in any clarification or problem resolution between the candidates and the client.

Second Client Interview

After the initial interview, the client may wish to interview the top one or two candidates a second time. After determining the preferred candidate, peers and subordinates to the position often also interview the candidate in order to gain additional input leading to a final decision. If this happens, it gives greater understanding to both the supervisor and his team, as well as to the candidate and thus making for a more informed hiring decision.

Offer and Negotiations

Our clients often ask us to assist in structuring a compensation package. If requested, we may act as a facilitator to resolve issues such as relocation, severance agreements, etc. After the client makes the offer, we seek the candidate's reaction. If there is any hesitation in the candidate accepting the offer, we help resolve any problems which might cause an obstacle. Acting as a "go-between" during the offer period helps prevent misunderstandings between the client and the candidate. Once the offer has been accepted, we talk with the candidate in order to minimize any apprehensions or questions which may arise regarding the new position, and to avoid the development of any other situations that might cause the candidate to change his/her mind.

Follow-Up

We periodically follow-up with our client and the newly placed candidate during the first year after the completion of the search. If both can say that things are going well and there haven't been any negative surprises, then we know that we have had another successful assignment.