

Solomon Case & Co.
Human Capital Strategists

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Human Capital Strategies
Original Thought for a New Era

You are on the committee and you have responsibility for staying abreast of new developments, new technologies, new operating methodologies, and new regulations that impact the direction, productivity and effectiveness of your group. Or, you are running the business and the responsibility is all on you.

C-Level Executives, Operating Committees, VPs and Partners need other outside service providers they can trust to help them achieve the tasks laid out before them. One such outside service provider is your local neighborhood search firm.

But are the services provided by the search firm what they need to be in today's ever-increasing competitive landscape?

The marketplace perception of search firms should be evolving to challenge the firm's ability to uncover opportunistic ways of advancing the corporate agenda, discovering market-driven competitive edge previously not thought of, and of course, perpetuating people strategies that add shareholder value.

By developing and deploying a continuous cycle of people and market intelligence and delivering continuous people and market data to a strategic member of senior staff, the client will be in a position to recognize, validate and act upon opportunities presented as markets and business cycles change. Chance favors the prepared mind.

Human Capital Strategies

The descriptor People, Process & Technology is often used to describe, arguably, the three primary components required for any business entity. Aptly, however, "People" is placed first in the trilogy.

People are, of course, the most important driver of anything. People possess the collective intellectual capital of an industry or competency, culture and process, vision, leadership and management that uniquely fill in organizational requirements.

It is this collective people and market intelligence that can provide the competitive edge many businesses need. The differential value of this

intelligence comes in the form of putting the data in a Human Capital Strategy format.

A strategy is loosely defined as knowing what you are going to do and how you are going to do it, before you attempt it. Human Capital Strategies is the tag line for thinking in this direction and using Human Capital Strategies as a platform for innovative and strategic business advancement.

A tremendous shift is occurring in the way organizations think about people strategies. The process by which we avail ourselves of talent assets is reaching ever-more forward toward a better, more value-added process that truly can be linked to bottom line results.

Strategic Talent Sourcing & Acquisition is the process by which market and human capital intelligence is tailored to fit client need, preparing the way to successfully acquire, transition and integrate lateral hire talent assets.

Human Capital & Capabilities Improvement is the process by which external facilitation and web-enabled tools significantly enhance productivity.

Solomon Case & Co. is breaking with tradition to offer suites of solutions, tailored to fit client need and foster human capital innovations.

Solomon Case & Co. – Human Capital Strategists is a new era Executive Search Firm engaged in Talent Asset Acquisition and Human Performance Improvement. Headquartered in Houston, Texas with presence in Boston, New York and San Francisco.