



The Human Capital Group

Delivering Results Through People

Retained Executive Search and Leadership Consulting

Our Purpose

Delivering Results Through People™

The Human Capital Group's purpose is to *Deliver Results Through People™*. We exist to guide and support our client companies in delivering **sustained business results** by focusing on how they **acquire, develop, invest** in and **retain** employees. Our efforts are guided by a focused, thorough, efficient, and values-based approach to **Retained Executive Search and Leadership Consulting.**

Our Promise

Speed, Quality and Value

Three Key Differentiators that separate the Human Capital Group from other Retained Executive Search and Leadership Consulting firms.

Services Offered by The Human Capital Group, Inc.

- **Retained Executive Search**

- Our Expertise is **Leadership** regardless of industry or function
- Mid- to Senior-Level **Executives**
- We deliver finalists in **20 Business Days...Guaranteed!**

- **Leadership Consulting**

- Organizational Alignment
- Leadership Development
- Building High Performance Teams



Retained Executive Search

We assist companies as they seek to acquire the right people with unique and diverse experience.

Our comprehensive search process ensures that we select from the best skill sets available to fit with the unique requirements of each client.

Our expertise is **Leadership**...regardless of the industry or function. On behalf of our clients, we have delivered Talent Acquisition Results for a diverse array of **industries**...such as the following:

- BioTech
- Consulting Services
- Consumer Products
- Distribution
- Education
- Energy
- Engineering
- Environmental
- Entertainment / Music
- Financial Services
- Healthcare
- Higher Education
- Manufacturing
- Non-Profit
- Pharmaceutical
- Supply Chain
- Technology / Software
- Transportation

“Delivering Results Through People”™

Retained Executive Search and Leadership Consulting



With every Retained Executive Search we promise:

Our Talent Acquisition Process

The Human Capital Group starts each search from scratch with the commitment to obtaining results in a focused, thorough, efficient, and values-based manner.

Our proven Talent Acquisition/ Executive Recruiting process involves these eight steps:



Leadership Consulting

In addition to serving clients by helping them **ACQUIRE** talent, *The Human Capital Group* also offers **Leadership Consulting** services to guide clients as they seek to **DEVELOP, INVEST** in and **RETAIN** employees, thereby delivering sustained business results.

A few of the specialty areas in which we offer leadership consulting are:

- **Organizational Alignment**
- **Leadership Development**
- **Building High Performance Teams**
- **Executive Coaching**



Advantages of The Human Capital Group, Inc.

- **Quality** = Sustained Results
- **Value** = The Most Competitive Pricing in the Industry
- **Speed** = Industry-leading turnaround time

Finalists in **20 Business Days...GUARANTEED!**



The Human Capital Group has worked with and / or assisted the following companies in obtaining the best return on their *Human Capital* investment:



Retained Executive Search and Leadership Consulting



Diane Fennig
Senior Consultant

Diane Fennig brings more than 20 years of career development and management experience, working in association with universities and higher education systems. She has done extensive work in career management throughout her tenure. Diane's integrity, ethics, and strong customer service focus are a great match with the core values of The Human Capital Group.

Diane's career has been focused on creating opportunities and seeking talent through her roles in Career Management and Student Services. She served as Director of the Career Center at Augusta State University where she developed and implemented a comprehensive Alumni Career Services Program and authored GeorgiaHire.com, a shared resume database program, for the then 34 institutions within the University System of Georgia

Diane then joined the University System of Georgia's Economic Development team to promote the GeorgiaHire.com project to employers and college career centers throughout the university system. Subsequently, she was named Director of GeorgiaHire.com. In 2001, she was also named to the 40-under-40 list of Georgia TREND Magazine.

In her latest role, at Georgia State University, she served the Robinson College of Business as the Director of Graduate Student Services, hosting one of the largest MBA programs for working professionals as well as a number of distinctive Master's programs. She worked as a faculty partner, created a Professional Development Series for her students, and was instrumental in infusing community among graduate students. Her experience in talent search and development are key to her success with The Human Capital Group.

Diane earned a Bachelor of Arts degree in Psychology and Secondary Education from Marquette University and a Master of Science degree in College Student Personnel from Miami University. She holds a Doctor of Philosophy degree in Educational Leadership and Organizational Behavior from the University of South Carolina.



Gordon Renshaw
Senior Consultant

Gordon Renshaw brings proven leadership that has enabled the Southeast Office to secure new Clients, develop unique leadership presence in key communities, and ensure thorough customer service delivery and success for repeat Clients. His 17 years of management experience includes numerous business/not-for-profit start-ups & turnarounds, and he recently served as the Executive Director of the Columbia County Chamber of Commerce (2003-2007), where he led the organization through start-up and tremendous growth.

Gordon has been associated with Goodwill Industries of Middle Georgia and CSRA in Augusta (1999-2003), serving first as Regional Contracts Manager and then as Director of Business Services and Community Relations. His association with Goodwill Industries began in 1997 when he was the Director of Business Services for Goodwill Industries of Middle Tennessee in Nashville for two years.

A native of Ontario, Canada, Gordon was Director of the Marty Karl Center in Hamilton, Ontario (1993-1996), a turn-around of the training center to become a national leader. He was also the Director of Operations for the Cleaning Equipment Service Supply Company in Burlington, Ontario, a start-up company.

Gordon is a graduate of Liberty University, Lynchburg, Virginia, with a B.S. degree in Human Resources Management. He has also completed two years of the U.S. Chamber of Commerce's Executive Training Institute (Masters Level). Based upon his leadership record, Gordon was selected to be a participant of Leadership Augusta, and is a member of the Class of 2003.

A resident of Martinez, Georgia, Gordon has participated and led numerous business and education/industry committees, been a long-time member and leader with the Martinez-Evans Rotary Club, and is presently a Board Member of the Columbia County Arts and a Sunday School teacher at Warren Baptist Church.



Dan Ryan
Senior Consultant

In his role as a Senior Consultant, Dan provides retained search for clients. He also provides Leadership Consulting in both the Domestic and International markets, with Executive Coaching, Organizational Development, Organizational Assessment, and 360 Degree Feedback serving as key focus areas of his work. He focuses on market segments such as Facility Design and Construction, Sustainability, Technology, Healthcare and Life Sciences. Dan has earned a MEd from Peabody College of Vanderbilt University, an MBA from Tennessee State University, and a BS in Engineering Physics from Murray State University. He has also served as an adjunct faculty member for Belmont University.

He is a member of the Tennessee Biotechnology Association and is also a board member of the Middle Tennessee Workforce Investment Board, serving as a committee chair in several workforce initiatives. He is also a member of Technology 2020.

Dan speaks frequently to a wide range of groups on topics relating to Human Capital Management, Leadership Development and Social Networks & Social Media.

Dan is a graduate and board member of Leadership Middle Tennessee, an officer of the Franklin Breakfast Rotary Club (Paul Harris Fellow), an officer of Franklin Tomorrow and a District Committee Member for the Boy Scouts of America.



**We welcome the opportunity to partner with
you as you commit to**

“Delivering Results Through People™.”

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