

# Executive Project Management Recruiting

November 2007

Leadership Edition

Issue: 14



Mike

Your time is important, so why should you read this? I am not a former CEO of a fortune 100 corporation so what do I know about your problems? With over twenty years of experience in small and large companies as a functional manager, project manager, and a division director I have seen a lot, but my most important experience is having worked for good managers and great leaders. I know the difference when I see it. If those leaders could get me to commit to a shared vision, and then work to achieve it, then they had what it takes.

As a business leader in Greater Atlanta you have plenty on your plate; tactical decisions as well as long term strategic planning. Part of strategic planning must include a transition plan that answers the question of who will become your future corporate leaders. Identifying those future leaders is critical, and determining the criteria to judge is difficult.

Most companies have high performance managers and directors. Often they operate high profile division or departments in your company. Their results are usually reflected on the bottom line of P&L statements - indisputable evidence of their prowess as savvy managers. But are they the future Leaders of your company? Great Managers are very good at making things work, operating within a system to maximize results. They are detail oriented. This is what MAKES them great managers, but true leaders are harder to identify. There are no balance sheet numbers to identify them. Leaders must inspire people to perform when there is no concrete reason to do so. They must recognize how the rules are changing BEFORE the game does. They must be able to accept risk that defies logic when they see the future. Look in the mirror and you might see what leadership looks like, but I'll bet there is no one working for you that looks the same.

The reality of executive placement is that the neat dichotomy of manager/leader is too simplistic. Great leaders are a combination of multiple skills - A Swiss Army knife of personality, knowledge, technical agility, business savvy, process detail, vision, and integrity. The tricky part is identifying the right combination that fits your corporate environment.

My point is that Leaders come from uncommon backgrounds and

## In This Issue

The Epiphany

Who we are

## For Project Managers



The Technical Recruiting business is not serving the Project Management Profession well. A PM needs specialists who know what they do and companies need recruiters that understand what it takes to lead a successful project. The objective is to make the right match, not just plug in a body. We are committed to helping PMs seeking a project-centric environment and companies searching for Project Management star power!

**The mission of Practical Solutions is to be the Pre-eminent Influence for the successful placement of Project Management Professionals.**

in the fast changing business world agility and change management expertise may come from unexpected sources. Don't ignore your PMO when looking for executive leadership. Project Managers face those challenges daily. Successful PMs are already project CEOs. As an experienced business veteran and PMP I can identify what you are looking for and who they may be. Please let me know if I can help you find your next auperstar.

Sincerely,  
Mike Stallfus

## The Epiphany...

Practical Solutions has been successfully recruiting in the IT, Engineering, and Project Management arenas for the last five years. We have been slugging it out with large firms with more resources, filling job specifications. They succeed by throwing the brute force of numbers at candidates and clients. This approach works for professions in IT and engineering where a toolbox of skills is all that is needed. Technically commoditized professions. But not for Executives and PMs. Practical Solutions has succeeded by providing personalized attention to candidates and clients. The Executive PM market requires this because....



### Executives and Project Managers are different

Our staff of KNOW that this approach can not work well. The profession is more about the practitioner than the toolbox. The successful Executive or PM has the personality and skills of a leader as well as an understanding of process and procedure. Our firm belief is that a recruiter MUST understand what it takes to be a successful PM before they can possibly make the right match of employee with employer. Practical Solutions can deliver the personalized attention the large recruiting firms can not.

## Practical Solutions, LLC

Practical Solutions is a Executive Project Management search firm that specializes in identifying high potential individuals and matching them with opportunities that best allows success for ALL parties. Through individual attention to detail and needs PSS can find perfect fits with less time from both parties. Our commitment is quality, not quantity of placements.



Mike Stallfus is a recruiting professional with five years of experience in the Executive, IT, Project Management, and engineering arenas. He has worked in the public and private sector with companies such as Siemens, the State of Georgia,

Liaison Technologies, Tandberg Television, Bank of America,  
Factory Automation Systems.

Personal background includes a Psychology and Electrical  
Engineering degree from the University of Toledo, and PMP from  
PMI. His professional career spans more than twenty years as a  
software/hardware engineer in robotics and embedded systems,  
system integrator for factory and warehouse systems, project  
manager on IT infrastructure and system integrations, functional  
manager for electrical control systems, and division director of IT  
development company. He has three kids, a wife of 35 years, and  
lives in Suwanee GA.. He volunteers as the VP of Certification  
and Education at PMI Atlanta, and loves playing guitar..

**Mike Stallfus**  
**President**  
**Practical Solutions, LLC**  
**mikes@practilutions.com**  
**(404) 806-1497**



[Forward email](#)

✉ [SafeUnsubscribe®](#)

This email was sent to mikes@practilutions.com, by [mikes@practilutions.com](mailto:mikes@practilutions.com)  
[Update Profile/Email Address](#) | Instant removal with [SafeUnsubscribe™](#) | [Privacy Policy](#).

Email Marketing by



Practical Solutions, LLC | 310 Ruby Forest PKWY | Suwanee | GA | 30024