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An Overview [\[top\]](#)

We are a retainer only search firm that focuses exclusively on the placement of *Executive Level Human Resource Professionals*.

Our competitive advantage is:

- We have been involved exclusively in retained human resource search for over 25 years
- We can assess a candidate's professional and personal competencies for a leadership role in human resources. We stand by our assessment process by including a two (2) year replacement policy in our search contract.
- We are accountable to our clients and apply metrics to our search process.
- We are a "high touch" firm and stay closely connected to both clients and candidates.
- We are a member of the Association of Executive Search Consultants (AESC) and fully subscribe to their code of ethics.
- We consistently present a diverse slate of candidates.

We go beyond executive search by providing the following services:

- We act as an advisor to our clients by identifying and addressing key issues that effect talent acquisition and retention.
- We can assess internal human resource professionals on their career readiness.
- We will participate in the on-boarding process and candidate assimilation.
- We can provide our clients with research reports which can be used for benchmarking and market research.
- We keep current with trends in the profession and are a reliable source of data and information.
- We sponsor, "The Human Resource Roundtable™", an annual discussion group for leaders within the HR community.

Executive Profile [\[top\]](#)

Marcia Glatman

Marcia Glatman has been a human resource search consultant since 1978. She is the Founder and President of HRD Consultants, a nationally recognized retainer search firm that focuses exclusively on *executive level human resource professionals*.

Ms. Glatman is the editor of a newsletter entitled "Trends in Human Resources" and the organizer of an annual roundtable forum for human resource professionals.

Ms. Glatman is quoted in *Rites of Passage at \$100,000+*, John Lucht; *The Smart Woman's Guide to Interviewing and Salary Negotiation*, Julie Adair King; *The Wall Street Journal On-Line*; *Training and Development Magazine*, etc.

She is the co-author of a white paper "*Creating The Best Place To Work - Beyond The Hype*" and is listed in *Key Women In Retained Executive Search (Kennedy Publications)* and *Who's Who of American Women*.

Ms. Glatman is a member of the Association of Executive Search Consultants (AESC); the International Association of Corporate and Professional Recruiters (IACPR) where she served as Chairperson of the Program Committee for the New York City Chapter. She is also a member of the OD Network, the Human Resource Planning Society and the National Association of Women Business Owners (NAWBO).

Ms. Glatman has made several presentations on the "state of the practice" of the human resource profession and was invited to be a guest lecturer at New York University's School of Continuing Education.

Ms. Glatman received her Bachelor's and Master's degree from Hunter College and has doctoral credits in Counseling from Columbia University.

The Search Process [\[top\]](#)

Identifying the Corporate Culture:

- Each engagement begins by meeting with key personnel.
- We invest the time to understand the management philosophy, the corporate culture and the specifications for the position.

The Position Description:

- We review the requirements for the assignment and can write a position description to include the essential qualifications, the key responsibilities, and the technical and personal competencies that define the successful candidate.

Research:

- Our experienced team of researchers use a variety of techniques to penetrate every appropriate market and industry.
- Our network of HR professionals consistently provide us with qualified referrals.
- Our specialty in HR gives us a uniqueness and proficiency unrivaled in the industry.
- We are active members of a number of professional organizations and associations.

The Interview:

- Our structured interview techniques provide the process by which we are successful in assessing and evaluating each candidate for:
 - Technical competencies
 - Motivations for change
 - Perceived cultural fit
 - Personal competencies
 - Interactive style

The Reports:

- A progress report can be provided at any point in the search process.
- An optional research report can provide the client with valuable benchmarking and market research information.

The Reference Check:

- We take the reference check very seriously as it represents a 360 degree assessment and is used to reinforce the suitability of the candidate.

Negotiations:

- We act as intermediary between the client and the candidate regarding compensation, benefits and other issues.
- All of our pre-offer explorations and discussions results in a "win" for all parties.

The Follow Up:

- We follow up in three (3) months, six (6) months, and one year to assure that expectations are met.

The Guarantee:

- We include a two (2) year replacement policy in our search contract.

Examples of Human Resource Assignments [\[top\]](#)

Executive Vice President, Human Resources

Senior Vice President of Human Resources

Chief People Officer

Vice President of Human Resources

Vice President of Employee Relations

Vice President of Labor Relations

Vice President of Total Rewards

Vice President of Compensation

Vice President of Benefits

Vice President, HRIS

Chief Learning Officer

Vice President of Training & Development

Vice President of Learning & Knowledge Management

Vice President of Leadership Development

Vice President, Change Management

Vice President of Organizational Effectiveness

Vice President of Workforce Diversity & Inclusion

Vice President of Staffing

Vice President of Talent Acquisition

Vice President of Human Capital Management

Partner, Associate Partner, for consulting firms

Representational List of Clients [\[top\]](#)

Abbott Labs	Abbott Park, Illinois
Adecco Corporation	Melville, New York
Ahold, USA	Quincy, Massachusetts
American Standard	Piscataway, New Jersey
AOL Time Warner	New York, New York
Avaya Communications	Basking Ridge, New Jersey
Bank of America	Charlotte, North Carolina
Becton Dickinson	Franklin Lakes, New Jersey
Buffalo Wild Wings	Minneapolis, Minnesota
Cabela's	Sidney, Nebraska
Cardinal Health	Dublin, Ohio
Colgate Palmolive Company	New York, New York
CSX Corporation	Richmond, Virginia
Ford	Dearborn, Michigan
Freddie Mac	McLean, Virginia
Goldman Sachs	New York, New York
Hess Corporation	Woodbridge, New Jersey
Hewitt	Atlanta, Georgia
Honeywell (formerly Allied Signal)	Morristown, New Jersey
IBM Corporation	Armonk, New York
Ingersoll Rand	Montvale, New Jersey
Jacuzzi	Chino, California
Johns Manville	Denver, Colorado
Kyowa Pharmaceutical	Princeton, New Jersey
LeSportsac	New York, New York
Lucent Technologies	Murray Hill, New Jersey
Management Sciences for Health	Cambridge, Massachusetts
Martha Stewart Living	New York, New York
Microsoft	Redmond, Washington
National City	Cleveland, Ohio
Nationwide	Columbus, Ohio
Northern Telecom	Mississauga, Ontario

Novartis Pharmaceuticals	East Hanover, New Jersey
Pall Corporation	East Hills, New York
Prudential Insurance	Newark, New Jersey
PSE&G	Newark, New Jersey
Schering-Plough Corporation	Kenilworth, New Jersey
Shell Oil Company	Houston, Texas
Southland Corporation	Dallas, Texas
Starbucks	Seattle, Washington
The Scoular Company	Omaha, Nebraska
Williams Companies	Tulsa, Oklahoma

Testimonials [\[top\]](#)

John Hofmeister, President, Shell Oil Company

"For over 20 years Marcia Glatman has provided talented human resource leaders to businesses I've been part of. She has a profound network and carefully aligns prospects with needs. Her credentials stand on her continuous success. Marcia is the first person I call to meet my external candidate needs."

Bob Joy, Former Senior Vice President, Global Human Resources, Colgate Palmolive

"Colgate Palmolive's relationship with HRD Consultants and their President, Marcia Glatman spans many years. We have consistently received excellent client service."

Dennis Highby, President, CEO, Cabela's Inc.

"Marcia Glatman's professionalism and commitment to locate the right fit for Cabela's has lead us to a great hire for our VP & Chief Human Resource Officer. Thank you Marcia for your hard work."

Maureen McGurl, Senior Vice President, Human Resources, Ahold USA

"A 20 year relationship--collaborated to staff numerous HR positions for two companies. Marcia is a networker second to none! A search person who has a feel for good human resource people."

Dr. Jonathan Quick, CEO, Management Sciences for Health

"As a non-profit international organization working in over two dozen countries, we were looking for a rare blend of knowledge, experience and values in a leader of our HRM group. HRD was able to understand our unique needs and quickly identified a much wider range of candidates than we possible could have. Marcia Glatman did a superb job in screening candidates and rapidly produced a short list that provided some real choices among a number of highly qualified candidates. We are extremely pleased with the final outcome."

Joan C. Maclin, Senior Vice President and General Counsel, The Scoular Company

"We chose HRD and Marcia Glatman largely because of the exclusive focus on HR executives. We found the process of working with HRD Consultants to be helpful, from developing the position description all the way through the large number of candidates that were presented for our consideration. We are extremely pleased with our hiring decision."

Linda Traylor, Senior Vice President of Human Resources, Buffalo Wild Wings

"Marcia Glatman is truly a search professional. I was most impressed with her knowledge of the industry and her attention to details. She not only understood the strategy, vision and business goals of Buffalo Wild Wings, but also spent a considerable amount of time with the leadership team to recruit an executive that would culturally fit into the organization. Since time is of the essence, organizations should utilize HRD Consultants to both shorten the time frame to recruit top talent and to identify the best the industry has to offer."

William S. Kane, Vice President, Human Resources, Kyowa Pharmaceutical

"Thank you for your help. Your referral had significant influence upon the other members of the senior management team at Kyowa, as you truly understood this client's needs. Your name is held in high regard here at Kyowa due to, among other attributes, your professionalism and responsiveness. You certainly can count Kyowa as a satisfied customer, and we will look to you to assist with any future HR placements."

Mike Beckmann, Director, Talent Acquisition, Freddie Mac

"Marcia Glatman was chosen over larger firms to complete several targeted HR leader searches. At the beginning of the engagement she took the time to meet with key internal stakeholders and did an excellent job of framing our culture and operating values. Using this framework she was able to source and evaluate a steady stream of quality candidates for our openings. Our two hires from her recent searches have proven to be valuable contributors, and have been able to 'hit the ground running' primarily due to her strong pre-hire engagement and expectation setting protocols."

Carl Mahecha, Director, Business Systems, LeSportsac

"Thank you for working so hard to ensure we found the right person for the job and for your support throughout the process."

Events [\[top\]](#)

We sponsor and facilitate an event called The Annual Human Resource Roundtable™.

The Annual Human Resource Roundtable provides a forum for human resource executives to discuss and share ideas on contemporary human resources practices and thinking.

Topics Include:

- **2008** - Creative Strategies in Human Resources
- **2007** - The Chief Human Resource Officer: How to Achieve Success in the First 100 Days
- **2006** - Winning the Brass Ring: The Collective Wisdom of Senior Vice Presidents of Human Resources
- **2005** - Achieving World Class Organizational Performance
- **2004** - Talent Management
- **2003** - Human Resources as a Strategic Business Partner
- **2002** - Priorities for HR Leaders
- **2001** - Leadership Development
- **2000** - Creating the Best Place to Work: Beyond the Hype
- **1999** - Strategies for Keeping the Best
- **1998** - Integrated People Development Systems
- **1997** - Managing Intellectual Capital
- **1996** - Leveraging the HR organization: "Doing More with Less"
- **1995** - Human Resources Mandate Entering the 21st Century

We welcome ideas for future topics.

Contact Information [\[top\]](#)

To contact us about retained executive level human resources search.

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