

A Decades-Long Partnership

For nearly 30 years, the Ellis Kirk Group has utilized Rose + Porterfield for hiring and executive problem-solving – and the future looks bright as ever.

Because of their solid partnerships, Rose + Porterfield is able to help firms like the Ellis Kirk Group. Matrice Ellis-Kirk, founder and CEO, first encountered Rose + Porterfield in the late 90s when one of her clients began to utilize their services. She began consulting Rose + Porterfield to test for culture fit and adaptability for her own clients.

Since then, their relationship has blossomed and strengthened. Matrice describes Rose + Porterfield as authentic, positive, savvy, and, above all, continuously relevant. To Matrice, the future looks bright. “Because of the wide breadth of services they provide, this relationship isn’t going away,” she says. “It’s relevant. This is a relationship that will be around for some time.”

Getting to know the business

Matrice hired Rose + Porterfield because of their holistic approach to candidate evaluation. Rose + Porterfield takes time to ask questions about a company’s culture, atmosphere, and goals, in order to capture the big picture – one where every employee has a say. Matrice remarks on Rose + Porterfield’s unique ability to relate to individuals not just in a boardroom but all the way down to the plant floor.

Ultimately, the Rose + Porterfield approach is one of empathy and trust, forging a clear channel of communication. “They have the innate ability to

communicate at every level,” says Matrice. “Their ability to create trust-based relationships is without exception.” Rose + Porterfield is exceptionally committed to any task, approaching difficult assignments head-on and rising to the occasion on short notice.

More than a checklist: Matching the right candidates

Ellis Kirk Group needed help moving away from the ‘checklist’ format typical when searching for potential candidates. Matrice knew evaluating candidates isn’t just about identifying their strengths and weaknesses; rather, it’s about how your business can utilize those strengths

and weaknesses. With Rose + Porterfield, candidates weren't written off when shown as incapable of a certain responsibility. Rose + Porterfield worked with Matrice to develop a support framework for promising candidates. "They aren't saying the person is incapable, they're saying, 'This is what you need to support this person,'" Matrice says.

Rose + Porterfield's support framework is tailored to each candidate, with insights on how they might improve in certain areas and how the hiring company can leverage their resources to catalyze this improvement. The Rose + Porterfield process is about identifying solutions, not problems.

Growing together with positive experiences

Working closely, Rose + Porterfield has helped the Ellis Kirk Group gather a toolbox of resources for executive search and hiring success. From creating trust-based relationships to effective and empathetic communication to a deep understanding and prioritization of a company's culture and goals, Rose + Porterfield improves a company any time that they're involved.

"Our company's positive experience with Rose + Porterfield over the years is something we look forward to continuing as our businesses grow and opportunities await."

Rose + Porterfield's commitment to excellence at every step along their consulting journey is what has kept Matrice a loyal client for the past 30 years.