

WHAT MAKES US DIFFERENT

THE RIVIERA ADVISORS DIFFERENCE



Unlike Other Consultants In Our Space:

- We are **NOT** Academics with little or no real-world experiences actually leading recruiting and staffing.
- We are **NOT** former pure search firm professionals who have never had to deal with the accountabilities and issues of working inside and leading an internal staffing function within an organization.
- We are **NOT** former human resources generalists who have not honed their skills in staffing and leading true internal recruiting functions.
- We are **NOT** entrepreneurs who believe in exploiting the potential for economic growth from the staffing and recruiting marketplace without any true experience or expertise in “the trenches”.
- We are **NOT** journalists or “pundits” who write about staffing, recruiting, and HR issues without ever being a practitioner in the field and having the experience of knowing what it’s like to be “on the ground”.
- We are **NOT** former HR services professionals from the Outplacement, Recruitment Advertising, Staffing, Recruitment Technology, and other service providers to the staffing/HR function who have little or no real expertise in actually practicing what they preach.



RIVIERA ADVISORS

What We Are:

Riviera Advisors is a unique consulting organization. We are not a search firm. We are highly skilled practitioner-focused professionals who have spent many years in leadership roles actually leading corporate staffing and recruiting organizations. Unlike many consultants who are in our space, we have actually “been there, done that”. Our experiences in our careers inside of organizations, we have made many mistakes and have learned from them. We use this expertise in our unique practitioner-focused, direct consulting styles. You will find no former journalists, academics, authors, or search folks here...we are purely and simply consultants who want to share expertise based on the real-life world of organizations.

(800) 635-9063

www.RivieraAdvisors.com

Riviera Advisors is a proud member of



www.ashertalent.com

THE RIVIERA ADVISORS DIFFERENCE

Focus is on Talent Management: Staffing, Recruiting, and Talent Acquisition. Nothing more.

We are specialized in our area of expertise. We do not sell other HR consulting services (such as employee handbook development, employee development, etc.). We are laserfocused on one thing...our client's success in talent management. Other consulting firms, especially the large HR consulting firms want to sell you more than just a single project or two in the talent management area...they want all of your HR consulting business: development, benefits, compensation, retirement, etc. We only want to be the best for our clients in our area of expertise.

Plain English, project flat fees and our guarantee.

We work on simple, per project flat fees. There are no hourly fees to be concerned about going overtime. We work with you to determine your project scope and deliverables, and then we'll propose a simple flat fee. There are no other hidden costs, concerns about managing to budgets, etc. One price, no surprises. The quality of our work is guaranteed. Should a client be unsatisfied with any of the work we produce, we will work with them to understand why they are unsatisfied and will continue to work on the engagement until they are satisfied.

Vendor Neutrality

Because many of the solutions that we may recommend or advise our clients to consider do provide financial incentives to consultants, we believe we have to take a stand on NOT accepting any financial incentives from solution providers. In order to truly provide unbiased recommendations, we remain steadfastly vendor neutral.

Pure Management Consulting. No sales of additional services.

Riviera Advisors is a business that is focused on one important issue: helping our clients succeed in developing and implementing positive change in their talent management capabilities. We do not consult to sell anything else: we do not sell technologies, assessments, books, or other outside resources. Although we may make recommendations for other resources, we are not in the business of selling any other products except our expertise. Other consultants in our space may sell other services as part of their business. Our clients appreciate and respect the fact that our expertise, recommendations, and suggestions do not come from the pressure of selling other services. Other consultants may in fact sell services such as recruitment research, contract recruiters, technology solutions, outsourced recruiting, executive search, and others. We feel that by selling only our expertise, our clients receive only pure management consulting services that are not colored by the pressure of selling services that may not be the best resource or solution for them.

We do the work.

When you engage Riviera Advisors, the same people who you talk with about your projects and issues, are the same people who will do the work. We do not contract out work to third parties, freelancers, or affiliated consultants. What you see is what you get...the same people who "sell" are the same people that "do". Many "independent" consultants in our space are really just "brokers". They may simply sell management consulting or other services and simply contract out the work to third parties, freelancers, or other affiliates in exchange for some commission or markup. We don't!

Few templates. Work we do for each client is original.

Sure, we have years of experience and lots of resources from the past to draw on. But, when our client's engage us, we start from scratch. We do not have specific templates and "products" that we overlay from one client to the next. Each company and organization is unique, and thus, we start from scratch and build solutions and recommendations not only from our experiences in the past, but from outside benchmarking, internally focusing on what's right for the client, and great partnering with our client's own ideas.



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