

## Welcome 2022

'Rinse & Repeat' could be a metaphor for many things in life these days...it seems much of what we deal with on a daily basis is on replay. The old 'rinse and repeat' idea for washing your hair feels much like our weather (cold again), the pandemic (another new strain) and the current lack of candidates for your company's jobs.

The beginning of the year is an ideal time to get out of that rut and do what it takes to **expand your options, work smarter, and take your business and team to the next level.**



Gierke Jungbauer Human Capital is your outsourced HR Team. We help with retained searches, executive coaching and fractional and interim HR to complement your team or manage all aspects of your human resources.

Reach out to Gwen at  
[gwen@gierkejungbauer.com](mailto:gwen@gierkejungbauer.com) or  
 651-428-6999  
 for a no-cost discussion  
 of how we can help!

Check out our updated website at  
[www.gierkejungbauer.com](http://www.gierkejungbauer.com)

# ILLUMINATIONS

## EXPAND YOUR OPTIONS

You've heard the quote attributed to Albert Einstein that says insanity is doing the same over and expecting a different result. This applies to our hiring practices when we go to the same well seeking talent when the well seems to have run dry. There are many ways to cultivate candidates and it should always start with your active network. Companies can and should leverage their employees'—and especially their leaders'—networks in an attempt to hire people who are talented and hard-working like your team.

If you've exhausted your networks then consider engaging a retained search firm like Gierke Jungbauer Human Capital to help find those great candidates. The best way to look at why to use a professional search firm is to ask yourself if you're comparing all the interested people in the marketplace or just the few who you've found through direct contacts. Direct contacts are valuable but are limited. Why wouldn't you want to see the best candidates for your opening rather than a limited selection?

## WORK SMARTER

Our experienced recruiters use the latest tools to identify both the candidates on the job boards (Indeed, LinkedIn, Ziprecruiter, etc.) as well as recruiter-only tools that allow us to identify candidates who may not be looking but might be a perfect fit for your job posting. We're cultivating our networks all the time so we're ready for the roles that come to us.

Gierke Jungbauer Human Capital has helped companies fill roles from hourly to the C-suite. Time is money and while paying a search firm adds to your cost, it saves your company money if we find and retain that missing piece for your team in less time than a search without a retained recruiter. Reach out to Gwen today to hear more about how she has filled literally thousands of roles throughout her career!

## TAKE YOUR BUSINESS AND TEAM TO THE NEXT LEVEL

Another way to break out of repetition is to engage an Executive Coach to help your key employee get to the next level or overcome an obstacle to their success. Executive Coaching can take many forms and serve one or more team members at a time. We individualize your plan to help your team work in unison to achieve your goals.

Finally, if your business needs experienced human resources to support your team, Gierke Jungbauer Human Capital can provide HR professionals at every level from a few hours a month to 20+ hours/week! We can be your generalist or your HR Director. And we do it fractionally so you get more experience without the cost of a full-time employee (or the employee's taxes or benefits costs). Reach out today to hear more about our great HR pros.

Move away from 'Rinse & Repeat' to 'Nice & Easy' with the help of the professionals at Gierke Jungbauer Human Capital. Contact us for a free consultation to see if we can help your business grow!

### Contact us today!

**Gwen Gierke** 651 428-6999  
[gwen@gierkejungbauer.com](mailto:gwen@gierkejungbauer.com)

**Walter Jungbauer** 612 940-9661  
[walter@gierkejungbauer.com](mailto:walter@gierkejungbauer.com)

**Angie Gorres** 715 808-1112  
[angieg@gierkejungbauer.com](mailto:angieg@gierkejungbauer.com)

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