

# HIRING? OUTSOURCE IT!

## The real payoff for you!

- A proven process to follow takes the guesswork and emotion out of the hire
- Eliminates the distraction of hiring – you stay focused on your goals & production
- Frees you of the need to create an ad, craft interview questions & conduct an initial in depth interview
- Cost effective – the investment is miniscule compared to the value & profit of hiring right the first time
- Candidates disclose more to a third party leading to valuable information often missed in traditional interviewing

## What others are saying...

“Hiring the right team members is always a difficult task. I was so grateful to have Denise’s assistance with my last hire. She helped administer assessments for my top candidates. In the past, I would go with my gut but that didn’t prove to be successful. This time I felt so much more confident in my top pick because I had matched her with the exact job skills I was looking for. I wouldn’t want to go without the assessments again. Thanks Denise!”

**Juli McNeely, CFP®, CLU®, LUTCF**  
**McNeely Financial Group**  
**Immediate National Past President of NAIFA**  
**Spencer, WI**

“Denise continues to help develop our team and strategize on making sure we choose the right people to fill our gaps. She communicates effectively and makes sure we understand everything so we make the best decision. She continues to provide great services and results to make sure our team is successful. If you are wondering about hiring her, stop thinking and do it!”

**Thomas Goes, CLU®, ChFC**  
**Northwestern Mutual, Managing Partner**  
**Orlando, FL**

“Being able to think through my team needs with Denise and Diane has been invaluable. Being able to hand off the hiring process to Denise to vet and recommend candidates was priceless. Denise’s commitment to the hiring process extended beyond vetting the candidates to helping me think through the recommended candidates and how to attract them to my team. My current team is the best I have ever had!”

**Todd Robison, CLU®**  
**Cedar Point Financial Services, LLC®, President**  
**Westport, CT**

“When we made the decision to blend our practices, we knew one of the key pieces to our success would be blending and building a strong, smart team. Diane and Denise helped us get very clear about what we wanted and needed; that has been critical to our growth and success. Denise’s hiring process helped us make smart hires, avoid bad emotional hires and really take our team to a new level. If you are in need of expanding or changing your team, do yourself a huge favor and hire Denise to help you sort through your needs and your candidates.”

**Susan Sone, CFP®, CLU®, CASL® and Kristin Bartlow, CFP®, CLU®, RICP®, CLTC**  
**Northwestern Mutual, Wealth Management Advisors**  
**Walnut Creek, CA**

## About Denise

I am personally involved and invested in making a great hire for you! The industry, Northwestern Mutual, and the financial services culture are all very familiar to me. Additionally, the various team roles and the importance and impact of having a supportive and stellar team are, too. I have the training, the tools and the passion for finding the right person for the right role. My process is seamless and simple. If you still want to know more go to [www.3fcoaching.com](http://www.3fcoaching.com) and check out my bio.