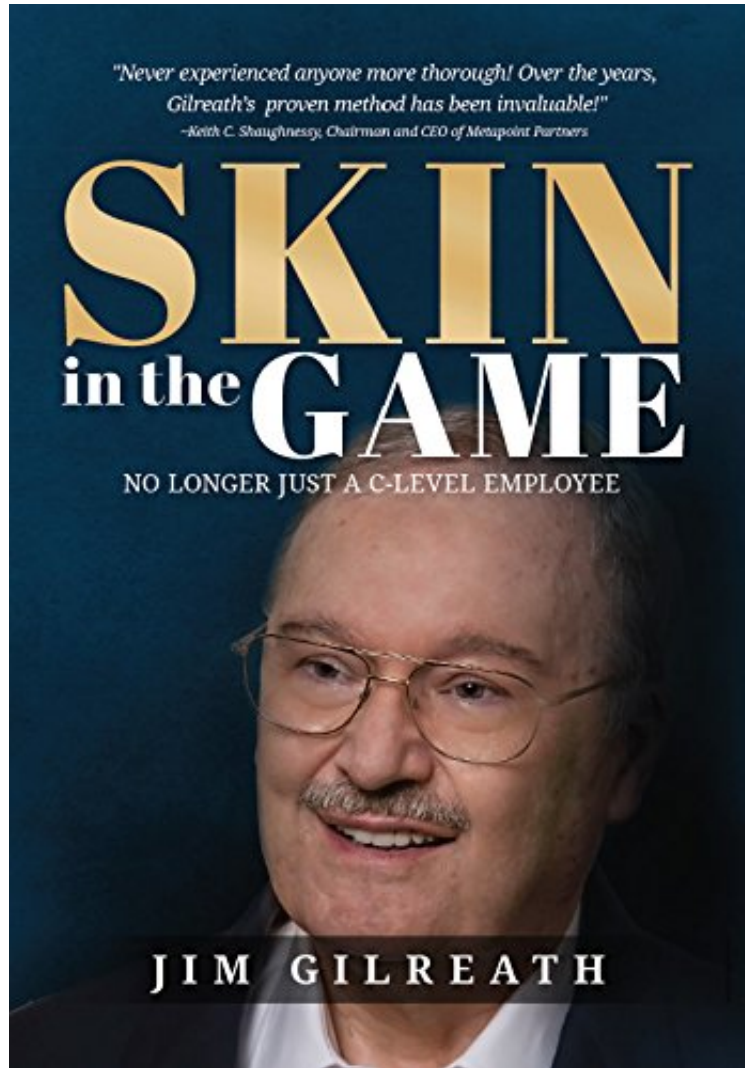


(Get free) Skin in the Game: No Longer Just a C-Level Employee

Skin in the Game: No Longer Just a C-Level Employee

Jim Gilreath

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Jim Gilreath : Skin in the Game: No Longer Just a C-Level Employee before purchasing it in order to gage whether or not it would be worth my time, and all praised Skin in the Game: No Longer Just a C-Level Employee:

2 of 2 people found the following review helpful. ... Gilreath has done an exemplary job - labor of love, in writing Skin in the GameBy Strud1Jim Gilreath has done an exemplary job - labor of love, in writing Skin in the Game. This is one of those books, that you cannot put down, once you start to read. I have known Jim since 1992, when he placed me at Lahey Clinic in my first Vice President position, in later years he was instrumental in helping me land two other Vice President positions. No other search firm, in my 45year career has been as thorough and detailed and precise in due dilligence and really knowing and understanding, preparing and presenting, prime candidates. Jim also does not

play games and groom "brides maid" or lead candidates for positions. His book has so much knowledge and history of his own experience and prime examples that he was cognizant of in trying to get candidates to present their best side to the client. I was fascinated reading his examples and true cases of candidates in the application process and I remembered so much about my own situations - that I could relate to Jim's stories in sincere agreement. In his book, Jim relates to boiler plate books such as *The Peter Principle*, *The Games People Play*, *Machiavelan Theory*, by example stories, that most young and also seasoned executives have experienced during their career and that we all continue to identify with. Jim gives away so much of his expertise and trade secrets to help prepare candidates for the application, references and other fine tuning in going after the job. I was truly blown away by reading so much of what Jim knew and what he was willing to share openly in this truly great book, in helping sincere and honest candidates in landing executive positions. Just the process alone, following Jim's directions and mentoring through-out the *Skin in the Game* should yield a far better chance of getting those wonderful and sacrosanct offers.

Alan Strudas
2 of 2 people found the following review helpful. You'll Feel Like You Have a Friend in the Business
By Consulting Wizard
All of us have drooled at the friend who has made millions from stock. Or from their own business. This book tells you how to land a job with a company that will let you make small investment, work your hind end off, and turn your small nest egg into real money.

Early in the book, Gilreath (the author) provides real-life examples from his own career in executive search of people he's placed who have turned \$75,000 into \$1.4-million, \$100,000 into \$2.3-million, \$96,000 into \$1.7-million money that most of us can draw from a home equity loan. Having consulted for private equity companies, I see that his info is spot on. He has solid knowledge of the industry. He tells you how to connect with the potential employers and recruiters, and how to make sure that you're prepared for when you actually do meet Mr. Big. I found the tone to be friendly. He makes you feel like he's your friend, and on your side. When reading this book, you feel like a buddy has sidled up to you and given you inside information that you won't get unless you've actually worked for a private equity firm.

1 of 1 people found the following review helpful. I found it to be the best and most informative book on how to change from ...
By Tayloe Call
I recently purchased and read "Skin in the Game". As the President of a \$175mm/yr company, I found it to be the best and most informative book on how to change from a wage earning career to a career where your earnings are not only based on your hard work (via salary and bonus), but also the affect that you have on the growth and earning of the organization (via a piece of the action). The information is presented in easy to follow advice, and real life experiences that Jim uses to illustrate both the how, and the results that can be found in this approach to self managed career advancement. Also included are extremely helpful written examples of what he advocates that C Level executives prepare in advance of their search for an Investor CEO opportunity. After reading the book, I emailed Jim, and he called me immediately and spent time on the phone with me answering follow up questions that I had. He is passionate about his work, and in my experience is the only recruiter with a full understanding of how Private Equity searches work, and what it takes to prepare for and be successful in pursuing them. If you are dead ended in your career and have the makings of CEO level leadership, this book will open your eyes to a whole side of recruiting and career advancement that is little understood.

Tayloe Call

Learn the secrets of middle market private equity hiring practices. This book is a definitive resource to learn the tricks of the trade, potential pitfalls in the hiring process and how to conduct an effective C-Suite job search. Powerful insight about middle market private equity hiring coupled with the author's unique due diligence screening process makes *Skin in the Game* indispensable. In this book, you'll discover:

- Examples of hires who earned millions because they believed in Warren Buffet quote We eat our own cooking
- The difference between a stakeholder and a hired hand
- The power of the Perfect Bio and Crafting Your Elevator Pitch
- How to find private equity investors that fit your profile
- Secrets of hiring effective C-level employees
- How to discern a good offer with examples and bonus materials

Jim Gilreath is a well known search consultant and founded successful recruiting ventures in Boston and Stamford, before establishing himself at *Skin in the Game*. *Skin in the Game* is a fantastic read and provides a unique perspective to Private Equity clients and CEO candidates interested in private equity ventures. It tackles the real "behind the scenes" experiences many clients encounter on the way to finding exceptional talent. For prospects, *Skin in the Game* emphasizes the leg work, follow up and the discipline a prospective candidate might employ to effectively navigate the search process. It's a "tell all" from a very creative expert in the field and a hand book for professionals on both sides of the table.

~Terry McGovern
Expert Insights gained from years of successful experience make *Skin in the Game* the absolute go-to resource for middle-market PE firms, C-suite executives and others looking for the right fit, the right partnership and the right investment.

~Gary A. LaBranche, President CEO, Association for Corporate Growth
Metapoint Partners has had a relationship with Jim Gilreath for more than 17 years. We have never experienced anyone who does a more thorough and complete evaluation of candidates. Gilreath Consultancy has handled 24 searches for Metapoint Partners. We are happy to recommend his services without reservation.

~Keith C. Shaughnessy, President CEO Metapoint Partners
In all my years of corporate consulting, I have yet to meet an executive search professional with greater integrity, diligence, or expertise than Jim Gilreath. Jim understands that every new hire ultimately contributes either to moving a business forward or holding it back. We've collaborated

successfully in a number of critical hiring situations for companies whose prior selection errors had been costly. Combining Jims careful, exhaustive search discipline with expert psychological assessment technology, we were able to hire by design rather than by chemistry.~David Pellegrini, Ph.D., principal The Global Consulting Partnership
Gilreath Consultancy has many years experience in matching up high-performance individuals with high-performance opportunities. Jims process is extremely thorough for both the client and the prospective candidates. It ensures that the clients understand the candidates, the candidates understand the opportunity and both know what is required for success. I know because I am a satisfied hired candidate.~Gregory J. Biederman, former President and CEO Nylon Corporation of America
Jim Gilreaths tenacity in pursuing candidates, the thoroughness of your reference and work experience checks, and your patience in seeking out only the most qualified candidates separates you from the other retained search firms with whom I have worked.~Peter Bransfield, former President, Altair Avionics Corp
The strength of a Gilreath Consultancy search is in the defined process they use to assure a good match between the private equity companys desires, the portfolio companys needs, and the candidate. As a placed CEO, Jim did an excellent job in making sure that my experiences and professional strengths were the right matches for Roscoe Medical. He did this through a variety of steps that included traditional, but detailed, search measures (e.g. references) as well as ones that seem to be unique to Gilreath Consultancy. While unique, they were valuable in completing the match between Roscoe and me.~Paul J. Guth, President CEO, Roscoe Medical, Inc.
Jim Gilreath sets a very high benchmark for retained recruiters hiring C-level executives. I learned this as a candidate when I was hired as CEO by one of his private equity clients. Jim works to know the human being behind the titles and marketing. In his process of revealing me from youth, through the formative years and education; to reasons behind career choices and decisions; we both learned a lot about me. He is a consummate professional and a pleasure with whom to work.~Bob McKinley, former CEO President, Sidumpr Trailer Company
I have been through the Gilreath due diligence process twice. The thoroughness of the process impressed me as a candidate. Doing the biography that Jim calls the Indiana Jones provided me with an opportunity to summarize my career in the most advantageous light; answering the detailed questionnaire Jim put together about the position I was being considered for was a great help in preparing for the in-person interview. Several of my references commented about how in-depth the reference checking process was (the most in-depth that any of that had ever encountered). From the candidates perspective, this meant that there would be no surprises; allowing you to concentrate on preparing for the interview process.~Wayne D. Pedlar, former General Manager Tower Industries, Inc.
As a CEO hire and beneficiary of Gilreath Consultancy services. I have never participated in a more comprehensive or thorough vetting process. At the end of the day, both the candidate and company will have all the information necessary to make an informed decision.~Timothy L. Friedel, President CEO, Stone Panels, Inc.
In the future, I wont hesitate to call as rarely have I been so impressed with the thoroughness and quality of work from an outside consultant. Once again, thanks for a job well done. I cant believe that I actually did hire the first guy that I spoke to.~Larry J. Franklin, President Franklin Sports
About the Author
Jim, a North Cambridge, MA native, has enjoyed a varied 40+ year career in the retained search industry formerly as Vice President of Weidemann Consultants, NYC, President and founder of Hawthorne International, Inc., Stamford, CT, and President of Weatherby Corporate Services, Norwalk, CT, all of which businesses were involved in broad-based generalist retained executive searches for Fortune 1000 companies. Jim is President and Founder of Gilreath Weatherby, Inc. (1986). d.b.a. Gilreath Consultancy since 2000. Assisted by Diane, his wife and business partner, their national skin in the game retained search practice focuses on helping clients hire investor CEOs, CFOs, and VPs primarily for private equity owned portfolio companies. Jim is heavily experienced in completing assignments for a broad spectrum of manufacturing portfolio companies, and also for miscellaneous service companies.