



**B=Squared Consulting, LLC**  
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## Human Resources Consulting Services

Your go-to source for the talent management Triple Play

↳ Finding 'em, Developing 'em & Keeping 'em

### Executive / Key Employee Recruitment and Selection

Who is Brian Blahnik of B=Squared?

- As an independent management consultant and executive recruiter raised in rural WI with 30 years of combined consulting, HR, recruitment and career transition experience across various industry sectors. [LinkedIn Profile](#)

Why do we want Brian has our primary recruiter?

- As a Sr. Consultant at **Kiesling Associates** for 16 years and now Managing Principal of **B=Squared**, 20 years of experience assisting clients in the **Telecom/Broadband** industry is represented.
- Results: A proven “keep-it-simple” methodology while customized to your specific needs = 93% successful placement rate with an average tenure of 17.3 years.
- 30 years of recruiting and expert interviewing experience complemented by a *Certified Interviewer* designation.
- As truly independent, B<sup>2</sup>'s not influenced by politics, memberships, or other potential conflicts-of-interest as we represent the client/board exclusively.
- Rigorous focus on fit and culture alignment.
- Very reasonably priced due to lack of overhead.

What's typically involved in a B<sup>2</sup> lead search?

- Full partnership and transparency with the board
- Create selection criteria and an *Ideal Candidate* profile
- Advertisement development and placement
- Tap-into our Telecom leader candidate database of 600+ resumes
- Resume processing and board report presented

*Ask about our unique Opportunity Brief's prepared for top candidates* ↗

- B<sup>2</sup> conducted screening and phone interviews
- Expertly facilitated in-person interviews for the board
- Thorough background and reference checks presented
- Offer negotiation
- Post hire onboarding and performance management



**GM/CEO Search | Employee Training | Recruitment | Performance | Compliance | Succession | Handbooks**