



**"Quite simply, Oliver found us the perfect candidate – somebody who had an instant impact, boosting turnover by 50% within 2 months."**

**LUKE HOUSE, Managing Director of Shield Environmental Services, has a firm belief in building success through people.**

**But it's fair to say he didn't fully expect the instant impact of his first assignment with Oliver at Capability Consulting.**

**Instant impact, with rapid 50% turnover increase.**

"Our new Scaffolding Director made an instant impact. He was instrumental in us achieving NASC Accreditation, within 2 months of joining, which put us immediately into the top 5% in our sector."

"That won us contracts straight away we would never have otherwise won, resulting in a huge increase in turnover within his first 6 months with the company"

"Oliver's no compromise approach to finding the perfect people for our business has already repaid our investment several times over."

"He spent time absorbing the ethos and personality of the business, right down to understanding how I tick."

**Applying an intimate understanding of the job role delivered the perfect candidate.**

"He understood the job role intimately before he even began the search. Few recruiters take that care, which is why his unique approach works."

**He's not a typical recruiter – no compromise approach.**

"Oliver doesn't work like the recruiters I'd tried and dismissed before. He starts from scratch. If just one attribute is missing from a candidate, he will not put them in front of me."

**The risk and cost of a wrong hire is virtually eliminated.**

"From my point of view there is no risk. Oliver confirmed in our first meeting that Capability Consulting is yet to fail in his quest to appoint the perfect candidate, first time. He doesn't stop until the right candidate is sat across the desk from you to interview."

**No more "banging your head against a brick wall" recruitment – "excellent value for money".**

"Before Oliver, I had tried recruiting people personally. To be frank, I had never found the perfect fit."

"Compared to every other form of recruitment I have tried, my experience with Oliver has been excellent value for money."

**The wrong hire can set you back months – now I get the perfect fit.**

"Getting it wrong is costly. Previous attempts with the wrong personality, quality or experience has set

us back months each time. The very first chap Oliver placed with me was the perfect fit for this company - absolutely spot on."

### **Oliver completely reversed the scepticism other recruiters had created.**

"There is a stigma around recruitment. My experiences with other recruiters is that all they seem to care about is getting someone through the door to trigger their commission."

"Oliver takes real pride in getting that right person first time. And he wants that person to end their career in your business."

### **Would I recommend and use Capability Consulting again? I already did... twice more.**

"Oliver is now on his third position for us. That's because too often before I saw the wrong person result in significant revenue losses."

"Every time someone leaves your business they take a little of it with them. So by appointing the right person first time, the resulting longevity in their role is a massive gain for me."

### **The time, stress and anxiety of recruiting is a thing of the past.**

"Knowing Oliver will deliver a single candidate who is perfect for the role, takes a lot off pressure off me. It saves me all the anxiety of the recruitment process for my high-level positions. He gets them in to the business in a timely manner, and they have all been right."

"The cost of using Oliver has been repaid, absolutely. It's an investment. Not just the extra revenues we've seen from getting it right, but the risk reduction of losses you experience getting it wrong."

"It's false economy to keep going out and using agencies that don't seem to care or produce results. That's the difference with Oliver - he cares about your business and wants the people he places to succeed."



#### **Working with Luke - what OLIVER PARKER says.**

I have a great deal of respect for Luke and he is an ideal client for me. He has an exceptional connection with the people in his business and there is a great sense of pride across the business.

He knows the type of people that will make a difference for his business and he also realises it is not worth settling for anything less than just the right person fit. I was able to hone into that clarity and bring in people who will add to the success of a great business.

Shield Environmental Services is growing fast and Luke is building that success on the foundation of exceptionally capable people. All I have to do is recognise the capabilities and fit he needs and then do the meticulous work to find them.

Over the past six months I have recruited three people at Director level and it has been truly rewarding to see someone I have found adding so much value to my client's business. It definitely pays to not settle for anything but the most exceptional candidates.

**Capability  
Consulting**

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