

JEFF TIEFENTHALER

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SR. DIRECTOR – SALES | RECRUITING | WORKFORCE SOLUTIONS | CONSULTING SERVICES | OPERATIONS

CORE COMPETENCIES

- ❖ Workforce Strategy, Design, Alignment & Transformation
- ❖ Recruiting | Staffing | Talent Acquisition | Managed Consulting
 - Accounting, Finance, HR, Operations, IT, Administrative
- ❖ Financial Services | Financial Planning | Insurance & Investments
- ❖ Human Resources | Performance Mgmt./Reviews | Compensation
- ❖ On-Boarding | Training | Development | Coaching | OKRs | KPIs
- ❖ Financial/Sales Reporting | Forecasting | P&L Management
- ❖ Process Improvement | Sales Strategies | Strategic Planning
- ❖ Build-out of New Services, Teams, Markets, Business Unit
- ❖ Leadership | Management | Organizational & Culture Alignment
- ❖ Sales | Business Development | Account Management | Retention
- ❖ C-Suite, Leadership, Stakeholder & Private Equity Engagement
- ❖ Tactical Sourcing | Contract Negotiations | Vendor Management
 - MSP, RPO, SLA, MSA, PSA, RFP, PMO, SOW, VMS
- ❖ ERP/CRM Implementation, Integration & Administration
- ❖ Market Research | Trends/Data Analysis | Competitor Tracking
- ❖ Self-Starter | Effective Communicator | Presenter | Motivator
- ❖ Critical Thinker | Problem Solver | Resourceful | Innovative

EDUCATION

Iowa State University (Ivy School of Business) | **Bachelor of Science:** Double Major in Finance & Management
University of Alicante, Spain (Studied Abroad) | **International Business & Spanish**

LICENSES & CERTIFICATIONS

Professional Association of Resume Writers & Career Coaches (PARWCC) <ul style="list-style-type: none">- Certified Professional Resume Writer (CPRW™) Certified Professional Career Coach (CPCCTM)	2024
Texas Real Estate Commission (TREC) – Texas Real Estate License	2021
Salesforce Trainer Certification	2015
Financial Industry Regulatory Authority (FINRA) – Series 6 Series 63 Series 65	2009
Iowa Insurance Division – Life & Health Insurance License	2008

PROFESSIONAL EXPERIENCE

THE PLANET GROUP | Dallas/Fort-Worth, TX

Sep 2022 - Present

Regional Director - Sales, Recruitment, Staffing & Workforce Solutions

- Partner with executive leadership to help grow their national practice initiative by launching the 1st Texas office & expand market share.
- Provide workforce solutions to Fortune 500 companies experiencing unique hiring challenges, complex problems or strategic initiatives.
- Manage all sales, business development & recruiting activities for our direct hire, retained search, staffing & managed consulting services.
- Conduct discovery meetings w/ clients to understand the open position/project scope, proposal delivery & create an implementation strategy.
- Oversee consultants to assure successful project deliverables are on-time, within budget & accurate, while communicating updates w/ clients.
- Partner closely with the marketing team to develop & execute integrated campaigns across multiple talent channels & business units.
- Utilize contacts, events & newsletters to stay informed on recruiting trends & developments to stay innovative & improve best practices.

REFYND STRATEGIC GROUP | Dallas/Fort-Worth, TX

Mar 2021 – Present

Owner & President

- **Executive Recruiter/Managed Consulting:** Partner with companies & candidates to provide Executive Recruiting, Retained Search, Staffing and Project Consulting services for specialized skillsets in Accounting, Finance, Human Resources, IT, Operations & Sales
- **Career/Executive Coaching:** Job search strategy, career transitioning, interview preparation, strengths assessments, salary negotiation.
- **Resume Writing/Branding:** Resume writing, cover letters, LinkedIn optimization, professional branding, executive summaries.

VIP SEARCH & SOLUTIONS | Dallas/Fort-Worth, TX

Aug 2020 – Mar 2021

Director – Managed Consulting Services (Post pandemic layoff)

- Provide workforce solutions to Fortune 500 companies experiencing unique hiring challenges, complex problems or strategic initiatives.
- Meet executives, stakeholders, sponsors, board of directors & private equity/investment firms to identify current/future business concerns.
- Identify strategic initiatives, presented our capabilities/resources, then facilitated the execution and delivery of service agreements.
- Managed all sales, business development & recruiting activities for our direct hire, staffing, retained search & managed consulting services.
- Partner with the executive directors weekly to report all strategic account updates and new qualified opportunities from the sales/recruiting team.
- Develop a plan to maintain recruiting accountability, track sales progress & forecast revenue projections for monthly production.
- Act as intermediary between all divisions to identify & propose planning strategies to enhance sales, internal alliances & communications.
- Manage the identification, prioritization and winning of new client relationships as well as the retention and growth of our current client base.
- Collaborate w/ consultants & clients to oversee project management, progress reporting, task documentation & address unanticipated issues.

**** (Took Personal Time To Complete & Recover From A Spinal Surgery During Covid Lockdown) ****

BRILLIANT SEARCH & CONSULTING | Dallas/Fort-Worth, TX**Nov 2018 – Feb 2020****Texas Market Director** *(Closed Dallas office due to Covid Pandemic)*

- Launched & developed companies 1st expansion office in Dallas-Fort Worth after a recent Private Equity acquisition & growth initiative.
- Executed weekly business development & recruitment activities to produce new business for our Direct Hire, Staffing, and Consulting Services.
- Hired, developed, and lead an internal team of 7 recruiters/sales staff while maintaining high levels personal production.
- Created a 3-yr financial statement model, operational budget, talent acquisition & growth strategy & go-to market plan/execution plan.
- Ran all day-to-day market operation activities, technology improvements, management responsibilities & financial reporting/forecasting.
- Partnered w/ executives, stakeholders & private equity/investment firms to win new business nationwide.
- Updated executive management of OKR's, hiring projections, growth strategy, go-to market plan & revenue expectations monthly.
- ❖ **Produced over \$900K in 1st year revenue for the Dallas office from Recruiting, Temporary & Managed Consulting fees.**

ROBERT HALF | Dallas/Fort-Worth, TX**Aug 2013 – Nov 2018****AVP | Practice Director | Branch Manager**

- Provided workforce solutions to Fortune 500 companies experiencing unique hiring challenges, complex problems or strategic initiatives.
- Oversaw the management for 175+ FT project consultants & 250+ contractors at any given time across 3 business units.
- Hired, developed, and lead an internal sales team of 15 recruiters/sales staff along with 2 administrative assistants.
- Conducted daily sales team progress meetings to drive accountability on recruiting activity & discuss new leads/trends/insights.
- Facilitated weekly/monthly 1on1's meetings with team to review their book of business, activity #'s, coaching & areas of opportunity.
- Created team/sales strategies which aligned with our district/company goals, then drove consistent communication & progress updates.
- Managed our sales, recruiting & consulting operations through strategic allocation of workload amongst sourcing & recruiting teams.
- Ran business unit summary reports to understand our weekly branch status changes, then create a consolidated report for leadership.
- Analyzed all financial metrics (Revenue, Gross Profit, Cost Burden etc.), KPI's, budget current vs actual, P&L statements.
- ❖ **Achieved "Presidents Club" by placing #3 in the world for growing Dallas office revenues by 2nd FT year.**
- ❖ **2014-2018: Lead 3 business units to record revenue growth YoY, averaging 115% over 4 years.**
- ❖ **Promoted 4x throughout my 5 yr+ tenure, always responsible for personal production totaling \$5,000,000+ in Revenue.**

TRANSAMERICA | Cedar Rapids, IA**Nov 2012 – Jun 2013****National Director of Sales** *(Moved department to California)*

- Drove sales strategy & training of 10,000+ Financial Advisors nationally across 7 distribution channels totaling \$200M in revenue.
- Leveraging internal partnerships (Head of Marketing, Operations, IT, Compliance) to improve resources, processes & communications.
- Connected goals, products & technology with marketing to design sales concepts, materials, training, presentations, and ad hoc needs.
- Reviewed program initiatives & strategies to evaluate results, effectiveness & ROI, then partnered with leaders to make adjustments.
- Analyzed weekly sales reports & industry advancements to recognize product & sales trends to identify a variety of training opportunities.
- Traveled to nationwide network offices to strengthen relationships, wholesale products & provide sales concepts to advisors & managers.
- Synchronized the successful implementation & advisor training throughout new product rollouts to assure buy-in & increased confidence.
- Collaborated with distribution channel leaders to develop sales strategy initiatives to grow market share & intermediary relationships.
- Trained & managed the internal sales support team to assist with national advisor education & sales support.
- ❖ **Built Transamerica's 1st "College Advisor Internship Program" (creating all material, training, and compensation structure)**

MASSMUTUAL FINANCIAL GROUP | West Des Moines, IA**Jan 2011 – Oct 2012****Financial Advisor | Managing Associate** *(Sold my practice for amazing opportunity at Transamerica)*

- Provided holistic Financial Planning/Advice to individuals & businesses (estate, insurance, investment, retirement, employee benefit planning advice).
- Partnered closely w/ the clients Attorneys, CPAs & Banker/Trust Officers to assure alignment for client plannings.
- Implemented all internal & sales process, training schedules & materials, CRM system, onboarding & sales training playbook.
- ❖ **Recruited, developed & managed a 21-Financial Advisor team, including 2 administrative assistants, within 6 months**
- ❖ **Produced \$210,000 in Premium Revenue while adding \$10 Million in (AUM) Assets Under Management.**
- ❖ **Hired by 11 Regional Banks Executives to perform Fiduciary 3rd Party Life Insurance Audits for their Trust Department Portfolios.**

NORTHWESTERN MUTUAL | West Des Moines, IA**Jan 2008 – Dec 2010****Financial Advisor | College Unit Director | College Advisor Intern**

- Provided holistic Financial Planning/Advice to individuals & businesses (estate, insurance, investment, retirement, employee benefit planning advice).
- Partnered closely w/ the clients Attorneys, CPAs & Banker/Trust Officers to assure alignment for client plannings.
- Grew personal practice through referrals, cold calling, building client trust, regular reviews, cross-selling different products as client needs.
- Recruited & lead a unit of 15 college financial advisors through college career fairs, class talks, regular training & joint work.
- ❖ **Produced \$190,000 in Premium Revenue while accumulating \$5 Million in AUM (Assets Under Management).**
- ❖ **2007: (Internship): Attained "College Financial Rep of the Year" for the Iowa Region.**
- ❖ **2008: Placing in the Top 3% of all Financial Advisors Nationally in their 1st year.**

SOFTWARE & TECHNOLOGY**Recruiting/Sales Systems:** LinkedIn Recruiter/Sales Navigator, MS Office, CareerBuilder, Indeed, Monster, ZipRecruiter, Boolean Searches**Customer Relationship Management (CRM):** Salesforce, HubSpot, Bullhorn, Herefish, Daxtra, TextUs, Constant Contact, VMS Systems**Assessment Tools:** Predictive Index, Clifton StrengthsFinder, DiSC, Myers-Briggs, Enneagram, Personal Orientation Profile, CP+