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Jodi L. Standke, CEO Talon Performance Group, Inc. *Talent Management for the Legal Industry*

Entrepreneur Jodi L. Standke has been making many people's dreams come true, including her own. Ten years ago, she founded a sophisticated executive search firm for the legal industry called Legal Liaisons, Ltd., which quickly became the industry leader in Minneapolis/St. Paul, MN. Legal Liaisons worked with both legal professionals, finding them positions they love, and law firms and departments, helping them attract and attain top talent.

Standke realized recruiting was only the beginning. To meet the evolving needs of her clients, she transformed the business into a uniquely positioned, comprehensive talent management organization: Talon Performance Group, Inc.

Based in Minneapolis, Talon provides the legal industry with solutions for all their talent management needs including attraction, selection, development, and retention. Central to its success, Talon offers clients a competitive edge by aligning their legal talent with the organization's unique and distinct culture.

"The business of law is changing," states Standke. "With looming talent shortages, industry consolidations and an ever increasing demand for greater efficiencies, law firms and departments are vying for the best talent from a limited pool. The bottom line is that a legal organization will operate more effectively and be better able to retain its people, if the organization hires and develops the right people."

"Talon was the best outside speaker we've had at our firm retreat in the history of the firm."

—Managing Partner,
National Law Firm



Combining Art and Science

To select exceptional individuals, Talon Performance Group first benchmarks a position in 3D—assessing an organization's mission, values, and culture, which is crucial to aligning personality, skills, and competencies of an individual for long-term success. Talon deploys proprietary, state-of-the-art screening tools and scientific compatibility profiling to gain insights about how individuals communicate and what motivates them to succeed.

But it doesn't end at the hire. Talon provides full integration support for a new hire, a critical step to securing each individual's effective assimilation into an organization. Often overlooked, professionals are left to find their own way, which explains the higher attrition rates of lateral attorneys joining a firm or company from a different culture.

Talon also helps talent grow through coaching, mentoring, and professional development of individuals and groups. Partners and management benefit from executive leadership programs and book-building workshops, while associates becoming partners benefit from transition programs, and new associates benefit from professional

skills coaching. "We tailor our programs to the individual or team, imparting relevant insights and teaching practical skills that can be used immediately," says Standke.

Meeting and Exceeding Expectations

Clients turn to Standke and Talon as a trusted partner, described by clients as "professionals whom every lawyer needs to know." They rely on Talon's specialized team of experts, who focus on the legal industry and understand its unique and challenging environment. Talon delivers pragmatic solutions to boost personal and overall team performance of legal professionals, from the entry-level paralegal to the general counsel.

"Talon Performance Group will continue to evolve as the industry does—anticipating our clients' talent management needs—and delivering value that directly impacts their bottom line," says Standke. "We know that a law firm or department with an integrated approach to selection, development, and retention will thrive. It all boils down to our philosophy of valuing people—an organization's most important asset."

"I am very pleased with Talon and with our new GC placement. I've worked with many retained firms over the years and I am impressed both with your customer service and the quality of candidates. I would gladly refer Talon to peers and colleagues."

—CEO, International Corporation



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