



MORRISON PEOPLE SOLUTIONS: FOR YOUR GREATEST ASSET—AND CHALLENGE

Morrison & Company has provided recruiting and organizational HR services for several years. What you may not know is that we have expanded those services significantly over the last two years, adding four fulltime professionals with backgrounds in recruiting, HR, organizational development, and other related areas. (See this issue's feature on Jesse Converse and visit morrisonco.net/people-team.)

Our People Solutions team works to help clients acquire, lead, train, and retain the best people possible. We also strive to implement solid HR practices and focus on organizational development as keys to helping businesses become top performing organizations. Below are some of the needs we have helped our clients fill and brief case studies on solutions we have helped achieve.

RECRUITING

morrisonco.net/recruitment, morrisonco.net/people-solutions

We approach recruiting holistically, matching talent to culture because "fit" goes deeper than what is on a resume. We utilize the most effective search tools available and leverage our extensive network of talent resources. Morrison provides an extensive report on each candidate's experience, competency, and fit and can assist with in-house interviews, background checks, and the offer process. And our unique fee model almost always results in significantly lower costs than standard commission based recruiters.

DIRECTOR OF HR AND LABOR RELATIONS IN A UNION ENVIRONMENT

Farmers' Rice Cooperative is California's largest rice marketer, handling approximately 20 percent of the state's crop. Morrison & Company was engaged to recruit a senior HR professional with strong employee relations skills and extensive union negotiation and relations capabilities in a food processing setting. The successful candidate had to work well with everyone from the company's executives to the mill. Seeing the challenges, Morrison focused on the most important criteria and deemphasized non-critical skill sets to broaden the field while ensuring the critical talents and experience. Ongoing calibrations were made to job postings and other outreach methodologies to attract candidates strongest in the essential skills, and a highly versatile, qualified, and experienced HR professional was brought on to the FRC team.



FARM CREDIT

CHIEF CREDIT OFFICER & CONTROLLER POSITIONS FOR FINANCIAL INSTITUTION

Farm Credit Services of Colusa-Glenn, ACA (Agricultural Credit Association) is part of the national Farm Credit System and is a member-owned cooperative. Morrison was engaged to recruit and vet candidates for the critical Chief Credit Officer and Controller positions. Both positions were filled with strong candidates who we fully vetted and have proven to be excellent fits.



Agricultural Council of California

PRESIDENT TO BUILD ON A LEGACY OF AG ADVOCACY

Agricultural Council of California represents agricultural cooperatives, farmer-owned businesses, and allied members, supporting over 15,000 farmers with legislative advocacy, issues analysis, political action, public relations, campaign analysis, and regulatory implementation. Needing to recruit its first President from outside the organization in decades, the Board engaged Morrison & Company based on our extensive contacts. The result was the recruiting of Emily Rooney, then Director of Farm Policy for the California Farm Bureau Federation. After overlapping with the previous president, Emily has led the organization to new prominence, helping keep its members productive and competitive.