

# **ROBERT ELAM**

## **MANAGING DIRECTOR – TALENT ACQUISITION/SOLUTIONS**

(972) 762-0015 Phone

Dallas/Fort Worth, TX

bobelam@dashrconsulting.com

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### **EXECUTIVE SUMMARY**

- ✓ **Direct all executive search – talent acquisitions and talent management solutions. Focuses on providing high-quality and customized recruiting/talent acquisition solutions for private and public organizations. Drives success by leadership assessment services to ensure that each client company obtains the right “fit” and retains "top talent."**
- ✓ **Provides National & Global Delivery Scope to all Key Industrial Sectors.**
- ✓ **Over 30 years in assisting Talent Management Firms in building respective Talent Solutions, Executive Search, and Leadership Transition practice areas.**
- ✓ **Served as Chief Marketing Officer and Managing Director for the Executive Search Division and significantly increased client base.**
- ✓ **Generalist Leadership/Key Staff Recruitment, Talent Management, Career, and Executive Advisory expertise in the following representative industries:**
  - Manufacturing, Financial Services
  - Private Equity, Consumer Products
  - Consumer Electronics, Furniture Products
  - Food & Beverage (production and distribution)
  - Automotive Products
  - Electrical and Mechanical Components, Semiconductors
  - Capital Equipment & Machinery Manufacturing
  - Building Materials/Construction/Flooring Products
  - Chemicals and Pharmaceutical Products
  - Home Building and General Contractor Construction
  - Recycling/Waste Management
  - High Technology (Software/Hardware), IT, SaaS,
  - Online Training Systems

*References available upon request.*

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- Medical Billing Systems, Medical Device Equipment
- Aerospace, Defense/Weapon Systems Contractor Technology
- Transportation Equipment (including Marine Barge, Construction/Farming vehicles)
- Rail Car Equipment/Rail Services and Locomotive Engine manufacturing)
- Airport Services Management, Retail and Restaurant, Hospitality, Call Centers
- Healthcare (For Profit/Non-Profit), Physician Outsourcing
- Non-Profit Community Services
- Telecommunications, Research & Development
- Power Generation Equipment Manufacturing (Nuclear and Fossil Power), Flow Control Products (Valves, Pumps, Meters, Piping Components)
- Civil Engineering Services, Energy/Utilities, Power Systems, Oil & Gas, Petroleum Drilling Equipment
- Governmental/Municipalities

## PROFESSIONAL EXPERIENCE

### MANAGING DIRECTOR – TALENT ACQUISITION/SOLUTIONS

#### DAS HR CONSULTING, LLC

2023 – Present

*A WMBE/HUB-certified firm focused on creative and non-traditional Human Resources programs and Diversity.*

### INDEPENDENT TALENT ADVISORY/EXECUTIVE SEARCH CONSULTANT

#### ELAM CONSULTING GROUP, Dallas/Fort Worth, TX

2020 - 2022

*Serving diverse client base across multiple industrial sectors on a National basis.*

### CHIEF MARKETING OFFICER/MANAGING DIRECTOR EXECUTIVE SEARCH CAREER MANAGEMENT PARTNERS (CMP), Dallas/Fort Worth, TX 2008 - 2020

*Talent and transition firm developing People and organizations across the full talent life cycle.*

- ✓ Brought into the firm as an adjunct consultant to provide career transition services to outplaced candidate clients. Quickly promoted to Chief Marketing Officer to assist the firm in building out its talent management services across North Texas and nationally via other partner talent/career transition services companies.
- ✓ Requested by the firm's CEO/Owner to establish and operate a national Retained Executive Search practice. This successful venture culminated in acquiring numerous national and local client companies that significantly increased the firm's revenues/billings.

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### **PRESIDENT**

**2005 - 2008**

#### **JOBPLEX/SOUTHWEST REGION, Dallas/Fort Worth, TX**

*A subsidiary of DHR Global Retained Executive Search Company, the top 5 largest retained executive recruiting firm.*

- ✓ **Focused on retained executive search but quickly expanded to search for leaders at emerging industries in technology, business resources, IT, business and professional services, health care, life science, industrial, and social impact positions was the mission.**
- ✓ **Utilized both Recruitment Process Outsourcing (RPO/High Volume Recruitment Projects) and Single Search models, customized around each client's needs/budget.**
- ✓ **Created optimal partnerships by aligning company cultures and values with those of an individual.**

### **OFFICE MANAGING DIRECTOR**

**2002-2004**

#### **DHR INTERNATIONAL, Dallas/Fort Worth, TX**

*A privately held executive search solutions provider with 50 wholly-owned offices worldwide.*

- ✓ **Expanded contracting the North Texas market significantly, which led to robust new clients and revenue generation across multiple industries.**
- ✓ **Promoted to above President-Southwest Region for JobPlex (a subsidiary of DHR International).**

### **PREVIOUS EMPLOYERS**

**Korn Ferry International, Managing Associate**

**Cooper Industries (now Eaton Corporation), Director-Recruitment/Group HR Director**

**Babcock & Wilcox Company, Operational/HR**

### **EDUCATION**

**Bachelor of Arts – Organizational Psychology (Work towards Masters-Org. Dev.),  
University of Nebraska-Lincoln**

### **CERTIFICATION, AWARDS & AFFILIATIONS**

- ◆ **Certified Birkman Methodology Leadership Inventory**
- ◆ **Organizational Chairman American Heart Association**
- ◆ **Organizational Consultant Dallas Lighthouse for the Blind**
- ◆ **SMU Cox School Business Human Resources Executive Roundtable**
- ◆ **Top Producer for JobPlex/DHR International**
- ◆ **Excellence Achievement Award for the Babcock & Wilcox Company**