

*“By design, we will not ever be a huge firm. We want to strategically grow so that we can continue to offer the flexibility and service level that our clients appreciate.”*

— Julie Kampf

#### DEVELOPED CORE

Though the firm started with Kampf working alone, she has hired JBK's seventh employee. Having recently celebrated its five-year anniversary, JBK has enjoyed steady growth in both clientele and staffing, which also prompted the company to move to a newer location.

JBK services small, mid and large multinational organizations by sourcing senior level executive talent. Within its scope, the firm assists with identifying professionals to fit management roles in functional areas such as, but not limited to marketing, sales, finance, business development, training and development, communications, and human resources.

Concerning industries, JBK has made a name for itself in well-defined sectors: life sciences, including prescription and over-the-counter pharmaceuticals; biotech; medical device and diagnostics; consumer products, including beauty, fashion, home textiles, and food and beverage.

“By design, we will not ever be a huge firm. We want to strategically grow so that we can continue to offer the flexibility and service level that our clients appreciate,” Kampf said. “We take pride in servicing the clients properly, so we do not go after multiple clients in a sector. We keep our focus relatively narrow. We will branch out to meet demand but we will control the growth.”

#### POWER OF DIVERSITY

Fresh off its first exhibition at the Linkage Summit for Diversity, JBK has a true passion for diversity — something that has translated into a holistic strength and a competitive advantage.

“We understand what diversity brings to the table, and our statistics show that we are successful in finding diverse talent that thrives for our client base,” Kampf said.

Kampf walks the talk and takes great pride in her dynamic and diverse team, one that crosses generational, gender, ethnic and religious differences.

“We have a culture team that blends well together and works cohesively. There are differences in people but these differences actually make the organization stronger,” she said. “We embody what many organizations aim to achieve while demonstrating how diverse talents can work as a successful unit through in-house experiences. We have some young tal-

ent eager to receive training and continue learning, some people who have changed careers as well as working mothers within the organization — two of which work flexible hours.”

#### REINVENTING THE WHEEL

As with any firm wishing to remain on top of its game, JBK has persistent dedication to continuous improvement.

“We are always reinventing ourselves and looking at ways we can be better. This is something that has defined us as an organization,” she said. “When you do not accept the risks or put forth the effort, the rewards are just not as great. I provide the same environment for people within this organization to be flexible, as well. This is about the productivity, culture and climate we have created. When you don't reinvent, you do not get ahead. You cannot remain static if you want to remain on top. People appreciate the new ideas and new visions.”

WBENC certification and plugging into its related network are examples of how JBK has embraced tools and resources to become a better firm. Kampf explained that she fully understands the significance of certification and she is a proponent of more women entrepreneurs going through the process. At the same time, she does not rely on the certification as a means of securing an opportunity, especially since her firm is not selling a traditional product or service with a set price.

“We have a large ticket item with a long sell time and unique process,” Kampf said. “While the return on the certification investment may not be immediate, that does not lessen its importance.”

The company, which is a member of the Association of Executive Search Consultants, has received a number of awards based on its innovation, commitment, resilience and its ability to put its clients first. Most recently, JBK was named one of *Working Mother* magazine's top woman-owned businesses in the country.

“The continued recognition affirms that our model works,” she said. “Plus, when company presidents call you on a Saturday to discuss their talent needs, it shows that you have a vote of confidence that has come through a lot of hard work and perseverance.”

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