

To Those Searching for Advertising Services Leadership:

I discovered Norman Sherman through a trusted business colleague. After a couple of “get to know you” meetings, we selected Norm for our search. When asked to describe our requirements, I wanted it all: leadership skills, industry knowledge, business development success, a proven track record in each area and more.

Norm brings a disciplined process to the search. It required hours of discussion that help inform the job description and requirements. He provided a robust pipeline of candidates which included his assessment of how they match the requirements. Norm was personally engaged with every step of the process. In addition to his disciplined approach, he remained flexible and responsive to appropriate course adjustments along the way.

Based upon our engagement, I heartily recommend Norman Sherman. He’s also a pretty good guy.

Sincerely,
Art Ferrara
Founder