

Marci Soulakis-Orr
Managing Partner



Marci works out of the Dallas office. She is responsible for all recruiting efforts and consulting with clients in Integrated HR Systems, applying her expertise in assessment, selection, training, development and coaching. Some of Marci's accomplishments are:

- **As National Recruiting Manager for Zero Technologies, LLC:**
 - Designed, developed, implemented and managed the National Recruiting Program
 - Managed national recruiting for multi-level positions, including management and retail sales.
 - Conducted behavioral assessments for prospective recruits
 - Supervised the remote recruiting team and coordinated communications with VP of Retail Operations during national program roll-out.

- **Marci's certifications and positions with DDI: Development Dimensions International; included: Certified Targeted Selection Interviewer and Certified Fundamentals of Leadership Trainer. In these roles she:**
 - Conducted the DDI Targeted Selection Interview process: (TSI)
 - Conducted process behavioral assessments, including situational challenges and role-plays assessing client employees for management programs.
 - Scored and evaluated TSI assessments
 - Reviewed TSI contractors' interviews as TSI QA/QC
 - Marci's clients Pfizer Pharmaceutical, BASF, Cooper Tire, Nortel and Excel.

- **As a top performer for the American Red Cross Blood Services Marci's excellent people skills drove results and created Corporate Partners for ARC's Farmington, CT branch. Some of these donor partners included:**
 - Kimberly-Clark Corporation
 - Hughes Optical
 - Duracell

- **Marci also hired and managed staff for The Council on Economic Priorities, NY, NY and was Marketing Manager for Upriver Downriver, an environmental advocacy magazine in the Hudson River Valley, Kingston, NY**

Formal Education:

Marci earned her BA from the University of Texas, Dallas with a concentration in Human Resource Management.

She is an active advocate supporting children with learning disabilities and is co-founder of IDEAS, a support and resourcing group for parents of dyslexic students. She has served as an Academic Advisor for the Plano, TX Independent School District's curriculum and development program.