



crown STAFFING
**CAREER
DEVELOPMENT
OPPORTUNITIES**

CROWN STAFFING | ABOUT US



Chad Countiss founded Crown Services, Inc. in 1968 as a small recruiting service company in Columbus, Ohio. Ever since, Crown Staffing has been connecting character-driven professionals with businesses for over 55 years.

With specialties in light industrial, office and healthcare, we are dedicated to being subject matter experts on complex and unique staffing needs.

Offering customized recruitment and staffing solutions to meet unique workforce challenges, we can provide a complete HR management program that addresses a client's particular hiring and on-site needs.

We are a family-owned organization with a respected national presence.

Crown Staffing | Higher standards. Hire character.



Our Mission

To accelerate workforce development and efficiency by connecting character-driven professionals with employers who demand the highest standards in their staffing solutions.

Our Vision

To be the premier provider of staffing solutions by connecting job seekers with organizations in need of solutions to unique workplace challenges.

Our Values

At Crown Staffing, our values are the lens through which we approach every relationship with our customers, our clients, and most importantly, our own people.

EXCELLENCE IN SERVICE
INTEGRITY IN PARTNERSHIP

ENTERPRISING IN ACTION
RESPECT IN PRACTICE



CROWN STAFFING | **PROFESSIONAL DEVELOPMENT**

Crown Staffing is about its people. We believe in the character of our people and that leadership development is the bedrock upon which thriving organizations are built.

Through mentoring and continuous learning, leadership development empowers individuals to cultivate the essential skills and qualities necessary to steer companies toward continued success. It fosters adaptability, resilience, and a commitment to lifelong growth, enabling leaders to navigate the complexities of an ever-evolving business landscape.

Moreover, it promotes collaboration, innovation, and a shared sense of purpose, which are the cornerstones of high-performance teams. In an era where leadership is not only about managing but inspiring, our programs fosters a culture of empowerment, transparency, and ethical decision-making.

It is a catalyst for personal and professional growth, ensuring that Crown is not only prepared for the challenges of today but is also equipped with the people to sustain long-term growth in the future. Crown Staffing's Career Development Program is about developing people through:

 **INTERNSHIP & LEADERSHIP PROGRAMS**

 **PROFESSIONAL DEVELOPMENT PLANNING**

 **CROWN PILLARS PROGRAM – MENTORSHIP**

 **CROWN PERSPECTIVES PROGRAM – JOB SHADOWING**

INTERNSHIP & LEADERSHIP PROGRAM

The internship and the leadership programs have a shared goal of developing future leaders who want to grow with Crown Staffing.

The training content covers Crown Staffing's history and culture, an overview of the staffing industry, recruiting tools, sales strategies, HR and accounting processes, and finally, leadership. It gives candidates the ability to learn and try out different positions within a thriving and growing office.

Candidates that are accepted into the program should be interested in sales and business development and management.



INTERNSHIP

- Enrolled in college
- Degree is in business, marketing or HR
- Program should last at least one school year
- Interviews with a manager and member of the HQ Leadership Team

LEADERSHIP PROGRAM

- Non student
- Work history or education in business development
- Program should last 6 -12 months
- Interviews with a manager and member of the HQ Leadership Team



PROFESSIONAL DEVELOPMENT

A Professional Development Plan (PDP) can help an employee have focus, accountability and ultimately achievement throughout their career. Crown is ready to invest in you! Whether it's tuition reimbursement or professional development courses, Crown works with you to accomplish a mutually beneficial training path.

STARTS AT 90 DAYS

A PDP will be created for you once you hit the 90 day mark of your employment. This gives you a chance to settle in, to understand both the job and your strengths and challenges and, ideally, what you will enjoy most about the job.



COLLABORATIVE

The employee should answer the prompts in the guide document and then complete the plan document with their manager that will help them determine their goals and career path.

NOT SET IN STONE

A great opportunity to revisit PDPs is during our collaborative performance reviews. A PDP can be a living document that changes as needed as the employee develops and our business changes.

LOOK AT ALL OPTIONS

PDPs can involve internal training with the company or an outside program. Our teams have the ability to look at many options when considering how they will develop their skill set.



PILLARS PROGRAM — MENTORSHIP

A pillar is a symbol of strength and support. To be a Crown mentor is to be a pillar of the company, providing guidance for others on their path to success, along with support and encouragement during challenges.

Mentors help you set goals and provide accountability. They are developing the future pillars of the company. The Pillars program is a new opportunity for our team members to enhance their skill sets and develop leadership, problem solving, and communication skills.

As a mentee, you can benefit from a wealth of knowledge, support, and resources that will enable you to grow as a professional and achieve your goals. The guidance and insights from a mentor can be invaluable in accelerating one's growth and development.



PERSPECTIVES PROGRAM – JOB SHADOWING

The Perspectives program gives current Crown team members the opportunity to develop their skill sets and expand their knowledge of the business through job shadowing.

Job shadowing between different roles and departments offer a number of benefits to both the individual team member and the company. It offers the opportunity to see your role in a different way and gives a fresh perspective of how it affects other roles in the company. In addition, shadowing allows you to explore different career paths, enabling informed decisions about your future opportunities.

The Perspectives programs is a valuable opportunity for individuals to explore their career interests while benefiting Crown through the development of our team and increased employee engagement.





**READY TO TAKE THE
NEXT STEP?**

Scan Here to Begin

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