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## the client

Urban Innovations is a fully integrated real estate investment firm providing complete management services to our commercial and residential tenants. In conjunction with investors, the company controls commercial properties and senior apartments with a market value in excess of \$200 million. In addition to acquiring properties for investors, Urban Innovations redevelops the properties with an in-house construction group, and employs an in-house property management group. Their current portfolio consists of nine commercial loft buildings in Chicago’s River North area and 19 affordable senior housing properties throughout the Midwest. The company has been recognized by the Society for Human Resource Management and the Great Place to Work® Institute as being among the top 25 Best Small Companies to Work for in America in both 2006 and 2007. Also, for a second consecutive year, the National Association of Business Resources named Urban Innovations to Chicago’s 101 Best and Brightest Companies to Work For in 2007.

## the relationship

Mark Kelly, President, Urban Innovations comments, “Carolyn Peart has been chosen to conduct searches for us because she makes a point to truly comprehend what type of person we are looking for. She has known me personally, as well as my partners and our company, for nearly 20 years. That understanding means she does not simply make recommendations based on a candidate’s qualifications. Rather, operating as a trusted advisor to our business, Carolyn has come to appreciate who we are, our working philosophies, and the individual characteristics that make a good fit in our environment. She has successfully made this type of match with each search assignment we have retained her for.

Carolyn mostly differs from other search professionals in the way she thinks ‘outside the box’. Her searches are well organized but far from formulaic. She takes the time to understand the prospective employer’s hiring needs and corporate culture, and she carefully fits the right mix of prospective employees into the search process. Her results speak for themselves – they are almost always the best possible fit for the situation.”

## the result

“Ranking on a scale of one to five, I would give Cook Associates and Carolyn a top score of ‘five’ for each search conducted for Urban Innovations,” concludes Mr. Kelly. Carolyn has successfully placed the following executives at Urban Innovations: Chief Financial Officer; Controller; Director, Human Resources; and Construction Project Manager.