



# Innovation Begins with the Right People

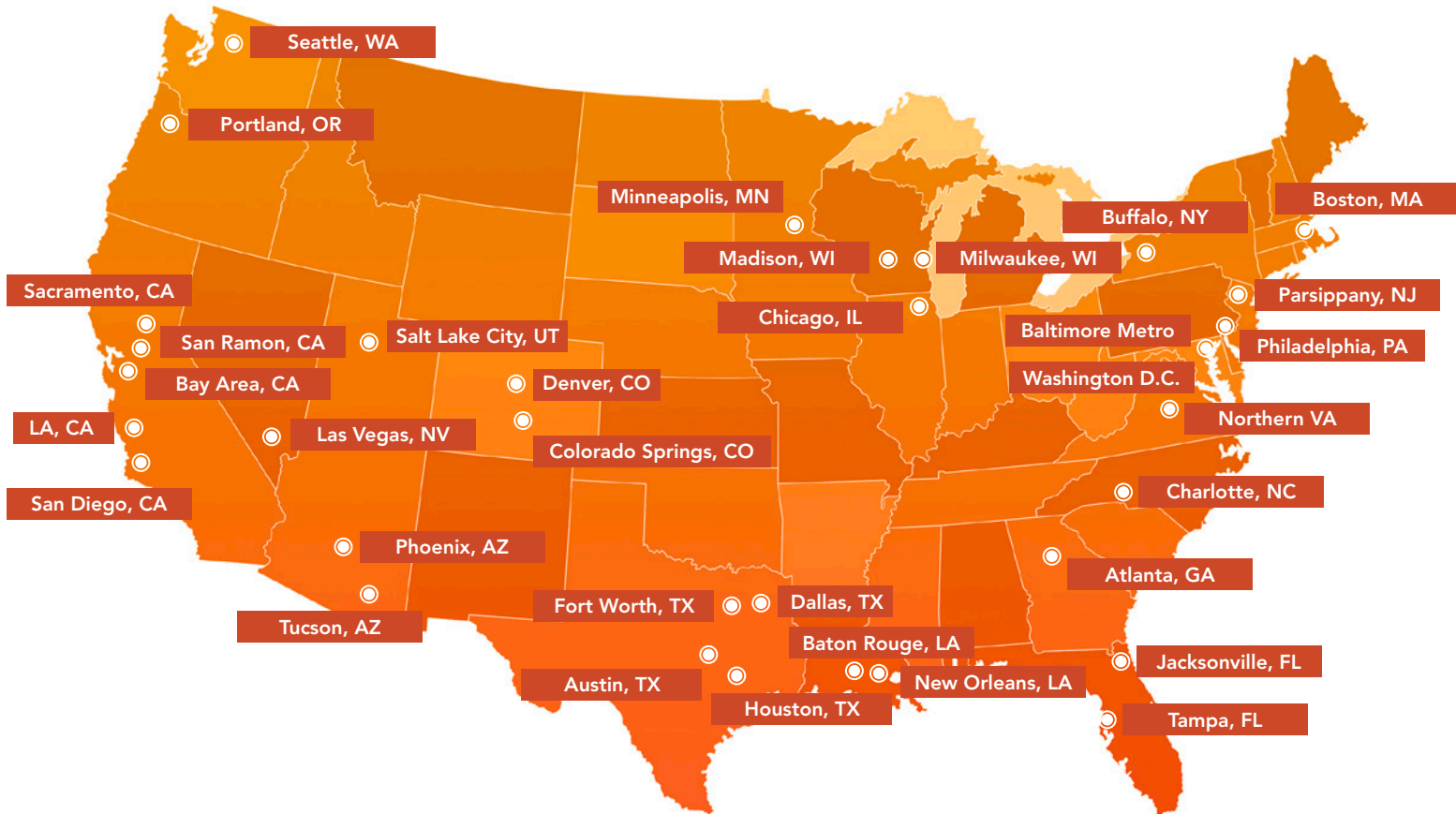
**Recruiting the right people, requires a team with experience.** In addition to executive and management level search, IPS also provides recruitment consulting, talent strategies and employer branding.

**Let us help you build your team.**

[Innovative-People-Solutions.com](http://Innovative-People-Solutions.com)



# Locations



## Homebuilding Positions Filled

Division President  
President – Mortgage Company  
VP – Land Acquisition / Development  
VP – Sales  
VP – Finance  
VP – Tax  
VP – Operations  
VP – Strategic Sourcing  
Regional VP – Procurement  
Regional VP – Design  
VP – Merchandising  
VP – Architecture  
VP – Marketing  
SVP – HR / CHRO  
CIO  
General Counsel







## Testimonials

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**“I have enjoyed working with IPS and have been impressed with their work ethic, professionalism and ability to get quality candidates screened, vetted and hired. Dan Vaughn was a tremendous resource for me while I worked to grow our company from 8 divisions to over 30+ divisions.”**

*—Jim Yates, President, Sterling Ranch Development Company*

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**“Not only did Dan fill executive positions for each division, but he also took the lead in assisting the corporation in our effort to bring in new talent to fill positions in our design galleries, purchasing and land acquisitions teams. Dan was extremely knowledgeable in the mechanics of recruiting but more importantly he was always willing to go the extra mile in an effort to bring in the best talent possible at a time when it was difficult to find and keep great people. He is results oriented, solutions driven . . . and he is great to work with!”**

*—Pete Thompson, former President of Homebuilding Operations, Richmond America Homes*

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**“I have worked with Dan in large group settings, small group settings and individually. His keen insights, strong people skills and wealth of relevant experience consistently showed through. Dan’s involvement was true value added.”**

*—Jay Piper, President, Mountain Vista Builder Services*

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**“I have worked with Dan Vaughn on both sides of the fence; I was recruited by him on behalf of the company he was working for at the time, and then utilized his recruiting expertise to fill internal positions once I became employed by his then employer. What always impressed me about Dan was his sense of urgency, prompt follow through and thorough understanding of the task at hand. I highly recommend him to any organization needing his capabilities.”**

*—BJ Hinson, Former CFO, David Weekley Homes & Neumann Homes*

**DAN VAUGHN**  
*Senior Consultant*

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