



SENIOR ACCOUNT EXECUTIVE

INTEGRITY SOLUTIONS

Global Head Office

1801 West End Avenue, Suite 530 | Nashville, TN 37203

ABOUT INTEGRITY SOLUTIONS

Integrity Solutions is a performance improvement organization that focuses on developing sales and customer service teams—and their leaders—that drive impactful business results. We partner with our clients to win more customers, keep more customers, and grow profitable revenue with a unique focus on sales performance, coaching, and customer service. Together we increase leadership’s ability to align and engage their teams while igniting a passion among sales and service professionals with a specific focus on their skills, attitudes, values, motivations, and beliefs.

The three areas of focus for Integrity Solutions include:

SALES PERFORMANCE SOLUTIONS

Our sales performance solutions make a positive impact on customer engagement, quota achievement and revenue goals.

We combine world class selling skills with breakthroughs in self belief and achievement drive to impact the results of every customer facing individual in your organization. Our approach incorporates a unique design that ensures participants consistently attain:

- High sales performance
- Increased job satisfaction
- Greater customer loyalty
- Decreased call reluctance
- Stronger goal clarity
- Retention of top performers

COACHING AND LEADERSHIP

Our coaching and leadership development process equips leaders and managers with the knowledge, mindset and tools to improve performance and empower people to reach their highest potential. By becoming skilled, in the moment coaches, your leaders will be able to:

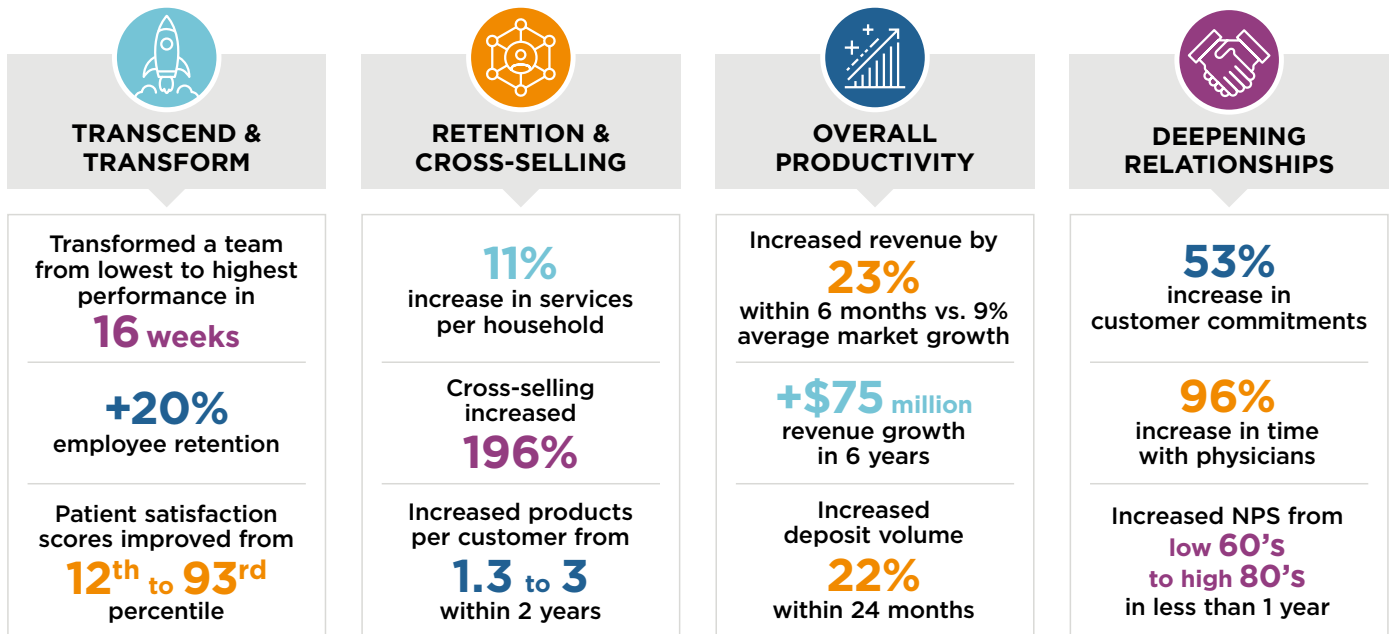
- Create a positive, performance driven culture
- Attract, engage, grow and retain top talent
- Help move off performance plateaus
- Build personal accountability for success
- Set the standard for the organization’s values

CUSTOMER SERVICE

Our customer service skills training bridges the gap between service and selling to become the framework for your customer focused culture. The positive, values based behaviors, consistently applied across the organization, will develop tangible benefits for your organization, including

- Improved employee engagement
- Better relationships between managers and staff
- Increased customer satisfaction and loyalty
- Enhanced teamwork
- Improved internal communication
- Decreased turnover

Here are some examples of results achieved by Integrity Solutions' clients. Our engagements start with a collaborative discussion on what success metrics a client will be measuring.



JOB DESCRIPTION

Integrity Solutions is looking for a senior level Account Executive with a hunter mentality who will focus on building an account base from the ground up selling performance improvement solutions to medium - enterprise level businesses. The Account Executive will also be responsible for expansion of accounts as they develop their territory. In this role you will be responsible for the following:

- Selling into medium - enterprise level businesses (minimum of 1,000 employees or \$100M in annual revenue).
- Targeting sales leadership (CEO or SVP of Sales, Regional Sales Directors) while also selling to heads of learning and development.
- Focusing on prospecting and pipeline development (lead management, networking within organizations and attending local events).
- Working deals, telephone and face to face time with clients.
- Relationship building and expansion within accounts.
- Quota will be defined in discussions with leader taking into consideration such factors as - current accounts, marketing support and potential in the territory.
- Travel will be required depending on post-COVID business conditions, and may be as much as 30% of the month (such as a couple of days per week in the field or some day trips or an overnight event). Because of the impact of COVID-19 on business travel, a significant portion of your client communication will be conducted over Zoom or other video media.

REQUIREMENTS

- Candidates must have worked remotely from a home office setting with a professional environment and have a demonstrated track record of success.

- Candidates must have a minimum of 7 years selling at enterprise level and have a demonstrated track record of growth within existing accounts (expansion to additional leaders/groups within the account).
- Candidates must have a demonstrated track record of success selling complex services that have a longer sales cycle.
- Candidates must have been primarily responsible for their own lead generation. In this role your business development activities will be supplemented with some leads and support from an SDR. Eventually you will focus on account expansion as you build out your client base.

TRAINING & RAMP UP

- Initial onboarding process and training programs are a combination of online and classroom and is expected to last approximately 3 months.
- The 1st week is spent in the Nashville Head Office. Due to the impact of COVID-19 onboarding can also be done remotely via Zoom.
- The Onboarding program is structured with specific steps for the AE to hit in the first 30, 60 and 90 days.

BEST REASONS TO WORK AT INTEGRITY SOLUTIONS

- Financially stable, debt free, no VC firm or external PE pressure.
- Active Client Engagement team that partners with you on client implementations.
- Growing organization with double-digit growth (except 2020 due to the economic effects of COVID-19).
- Major investments in modernizing core products – new blended Integrity Selling®, Integrity Selling® Refresh and Integrity Coaching® programs recently released with state-of-the-art digital learning.
- Significant investments continue to be made in digital marketing as well as speaking at events, conferences, webinars, new website (October 2021) to build brand awareness and drive leads.
- In an industry with so few differentiators, Integrity has some! These differentiators include:
 - Our approach is different.
 - a. Core programs are focused on *improving performance vs. providing knowledge*. They are a minimum of 9 weeks long rather than just 1-2 day seminar or online modules, with additional monthly “Performance Accelerator” modules to sustain development over a 6-9 month period.
 - b. We focus on developing both the 1) *Skillset* and the 2) *Mindset* necessary to develop potential in people and improve performance. Most training only focuses on #1 and misses this critical component.
 - *Client retention is excellent and leads the industry*. Clients include Johnson&Johnson (28 years), Principal Financial (30 years), American Red Cross (22 years), Amica Insurance (18 years) among others.
 - Benefit package includes health, life and disability insurance, plus 401K (with matching contributions).