

# SAN DIEGO BUSINESS JOURNAL

## EXECUTIVEprofile | KEN SCHMITT

### BY ANDREW SCHWEIZER

Ken Schmitt is president of **TurningPoint Executive Search**, a staffing firm for finance, accounting, operations and sales professionals.

### BUSINESS PHILOSOPHY

**Essential business philosophy:** Do what you love, and the money will follow. Encourage your staff to think strategically, work for those you respect, and approach every situation from at least two perspectives.

**Best way to keep a competitive edge:** Treat those around you with respect, conduct yourself in an ethical fashion, follow through on your commitments and deliver quality results.

**Guiding principles:** Inspire others and provide them with the confidence to perform at their peak.

**Yardsticks of success:** Number of referrals that I receive from other professionals.

**Goals yet to be achieved:** Open an office, hire additional staff, and continue to build my reputation and presence in San Diego.

### JUDGMENT CALLS

**Best business decisions:** Leaving a rental car agency in 1997 — without a job — which led me into recruiting four months later. Starting my own firm in May 2007.

**Worst business decision:** Getting into radio advertising.

**Toughest business decision:** How to divide up my volunteering time.

**Biggest missed opportunity:** Not contributing more to my 401(k).

**Mentor:** My parents.

**Word that describes you:** Inspirational.

### TRUE CONFESSIONS

**What you like best about your job:** The ability to learn about so many unique companies, and to see firsthand how various businesses can approach the same issue from a different angle and still arrive at the same result.

**What you like least about your job:**



Melissa Jacobs

Having to overcome the expectation that every recruiter is focused solely on making a commission rather than being committed to the well-being of their clients and candidates.

**Pet peeves:** The diminished use of “thank you,” especially in e-mails; lack of empathy; intolerance; and arrogance.

**Most important lesson learned:** Establish your dreams, share them with your inner circle, and don’t be afraid to aim high.

**Person most interested in meeting:** Robin Williams.

**Three greatest passions:** Family, networking with a diverse group of people, watching movies.

**First choice for a new career:** Comedian.

### PREDILECTIONS

**Most influential book:** “Now Discover Your Strengths,” by Marcus Buckingham.

**Favorite status symbol:** I don’t really have any.

### RESUMÉ

**Name:** Ken Schmitt.

**Company:** TurningPoint Executive Search.

**Titles:** President and founder.

**Education:** Bachelor’s degrees from the University of San Diego.

**Birthplace:** Baldwin, N.Y.

**Age:** 38.

**Current residence:** Carlsbad.

**Family:** Wife, Juliet; daughter, Cassidy; son, Cory.

**Favorite restaurant:** Peohe’s.

**Favorite place for business meetings:** Starbucks.

**Favorite vacation spot:** Disney World.

**Favorite way to spend time:** Hanging out with my family and watching movies.