

Senior-Level Executive Search

We believe that no two senior-level executive search engagements are identical. Although there are many common elements that exist between certain functional areas of expertise within a given industry, each senior-level search assignment must be approached and appreciated for the unique business challenges a particular client is experiencing within their competitive market as well as within the dynamics of their own company. It is this philosophy that guides our approach to carefully calibrating the many critical variables that ultimately influence the long-term success of each executive search assignment.

At the initiation of each executive search engagement, we invest as much time as necessary to meet with members of the Selection Committee and other important constituencies to gain a complete understanding of the specific business needs and challenges facing a particular client and the business environment that the successful candidate will encounter at the conclusion of the search engagement. Furthermore, these critical meetings provide valuable insight into the specific responsibilities of a given position and the qualifications that the successful candidate must present. Equally important, these initial meetings provide valuable insight into the subtle cultural and leadership qualities that will best serve the successful candidate. At the conclusion of these meetings, we develop a customized Position Specification document that is used during the executive search to calibrate the ideal candidate for a specific leadership position within the company.

One of the defining characteristics of our firm is the quality and rigor we apply to the executive search process. We believe that relying exclusively on databases and recycled candidates only yields mediocre results. A much more rigorous approach must be applied to the identification and validation of the leaders required by today's leading corporations and emerging companies. Furthermore, as the timeline on the following page illustrates, our commitment to original research and candidate sourcing is an ongoing process throughout the term of any search assignment.

Finally, to help speed the time to completion for each executive search, we ask our clients to participate in weekly status meetings. These update meetings are particularly important during the critical calibration stages of a search and significantly increases the decision making and consensus building of the Selection Committee.

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RECOMENDED SEARCH PROCESS	Weeks of Engagement												
	1	2	3	4	5	6	7	8	9	10	11	12	13
Company meetings (search committee, SBUs)	●												
Position Specification developed & approved	●												
Search strategy & target companies approved	●												
Original research	●	●	●	●	●	●	●	●	●	●			
Sourcing & market validation calls/meetings		●	●	●	●	●	●	●	●	●			
Conference calls/status reports reviewed		●	●	●	●	●	●	●	●	●	●	●	
Prospect validation/candidate interviews		●	●	●	●	●	●	●	●				
Candidate "Slate One" presented to Client				●									
Client interviews candidate "Slate One"					●	●							
Candidate "Slate Two" presented to Client								●					
Client interviews candidate "Slate Two"									●	●			
Lead & back-up candidates selected/final rounds										●	●		
Formal referencing		●	●	●	●	●	●	●	●	●	●		
Term sheet presented & reviewed with Client												●	
Offer presented and terms negotiated												●	
Successful candidate agrees to terms/start date set													●