

Methodology

After we review the resumes with you and thoroughly discuss our findings from the telephone interviews and references, together we select those candidates for an in-person interview. Since the chemistry, fit, family and personal presence are key factors in the selection process of a high visibility executive post; personal interviews are conducted and may last up to three hours.

* Written Candidate References

Before the top three candidates meet with you and your management team, you will receive written references from a variety of publics excluding their current employer.

(1) Client Partnership

Initially, we will maintain weekly contact, then as the search gains momentum we will maintain almost daily contact with you. We will work with you to include all of your internal contacts in our communication process regarding your search committee members, board members, and regional/national partners.

All correspondence will be marked confidential. Depending on your search needs and time frame; we will offer the following options:

* An initial slate of ten to twelve candidates within thirty working days unless the degree of difficulty of the search requires a longer timeframe.

* A pipeline approach where you meet with identified outstanding candidates, as they are developed over a course of time.

* You will always be able to review our detailed research efforts. Extended search efforts also allow you to hire multiple executives, called "opportunity hires", when they fit your needs.

(2) Candidate Selection

Our aim is to present you with a difficult choice between the three top candidates. All of these top candidates will be able to be a top performer. You will make your evaluations based upon the overall integrated fit. We will be on-site for many of the final candidate interviews and work with you to arrange interview itineraries. We provide a variety of tools for evaluation and guide you with our expertise in final candidate selection.

(3) Offer Negotiation and Search Closure

We work closely with you to design and extend the offer. We inform you of all current compensation package issues, family needs and considerations. We extend the final offer, which is contingent upon a positive reference from the selected candidate's current employer. We work with you and the candidate to create a win/win situation. And, celebrate the success with you!

(4) Candidate Acclimation and Retention Assistance

We continue to keep in touch with you and the successful candidate(s) on a regular basis. Many times we find the acclimation to a new organization culture can transition over six to twelve months. We follow up with all involved, listen and facilitate the adaptation process.

(5) Long-Term Relationship Building

We are committed to continuing and/or building a long-term business relationship with you and your organization. We are interested in serving your senior level executive search needs now and in the future.