

# EXECUTIVE SEARCH PROCESS



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## Calibration



- Needs Assessment with Hiring Managers and Matrixed Internal Leadership
- Search Engagement Profile Approved and Complete

## Strategy



- Resource Team Established
- Search Strategy Defined
- Timeline set for Client Interviews

## Recruit



- Candidate Discovery
- Initial Interest
- Shortlist

## Discernment



- Executive Candidate Interviews
- Skills and Behavior Reviews
- 30-60-90 Day Business Plan Evaluations
- Background Check Evaluations
- Reference Check Evaluations

## Candidate Presentation



- Professional Submission Package
  - Interview Schedule
  - Search Team Evaluation
  - Executive Resume
  - Completed 30-60-90 Day Plan
  - Completed Background Check
  - Completed Professional References

## Client Interviews



- Agreed Upon Interview Schedule
- Interview Package
- Face to Face/Video Conference Client Interviews
- Interview Results

## Leadership Assessments



- TriMetrix<sup>®</sup> Executive Assessment, Leadership, Core Values, Execution Ability
- Assessment Selection; Two Top Candidates
- Detailed Conference Call; Assessment Results with Expert
- Hiring Decision

## Offer & Professional Negotiation



- Best Interests of the Client
- Compensation Support & Design
- Brokering Executive Negotiations
- Win-Win Approach

## Post-Hire Reviews



- 30-60-90 Day Check-In
- One Year Check-In
- Client & Executive