

# Executive Search



## CEOs' PERSPECTIVE

In our research, 50 CEOs said executive search service lacked a combination of 4 elements:



We incorporated these 4 into our service....

## INTERVIEWER ALIGNMENT

Successfully placing a candidate starts by aligning the interview team.

Our **Interview Alignment<sup>SM</sup>** process ensures agreement between all members of the interview team before the search starts.



## UNDIVIDED ATTENTION

You have our undivided attention.

Experienced partners do the work on every search. They don't just bring in business and then delegate most of the search work to junior associates. We also limit the number of searches to ensure focus, responsiveness, and a partner level touch with your candidates.

## LOW RISK PRICING

- Our fee is split. 50% is a Retained Fee and 50% is a Performance Fee.
- If no candidate is placed, no Performance Fee is owed.
- Fixed fee so no conflict of interest with a candidate's compensation.
- No additional "admin" charges.

## MONEY BACK GUARANTEE

If our placed candidate is no longer employed at your company within their first 6 months:

- The Performance Fee is refunded.