

Our MATURED METHODOLOGY Approach.

KICKOFF

IDENTIFY

DEVELOP

PRESENT

COMPLETE

Assess needs and develop
a tailored search blueprint

Identify target companies
and potential prospects

Attract and
evaluate candidates

Present candidates
in client interviews

Complete the search and
post-search follow-up

Major Activities & Key Deliverables

Meet to determine skills, knowledge and abilities required of the person

Understand challenges unique to our client and the role

Prepare customized position and candidate specification

Determine the client priorities that will shape the search process

Examine organizations with relevant skill-sets

Develop long list of organizations to serve as likely sources

Present list of prospects

Network with sources to identify and qualify prospects

Frequent progress updates

Engage prospects to test their interest in the role

Conduct competency-based interviews against the position specification

Assemble the short list

Based on in-depth written analysis and appraisal against the specification, present most qualified candidates

Conduct preliminary reference checks

In-depth referencing and checks

Assist in negotiations

Regularly communicate with client and placement during transition

Conduct client satisfaction survey to improve customer service and refine approach

Cooke & White Advisors Advantage

Dedicated team from retained search backgrounds

New perspectives and a thoughtful business dialogue

Consultants drive entire process; customized to fit client's specific needs

Deep understanding of industry

No hands off

Immediate access to information and executives

Large network of candidates and sources

Relationships facilitate access; people take our calls

Meet only those with appropriate interest and qualifications

A thorough and balanced point of view

Experts in leadership evaluation

Consultants skilled in competency-based approach who can steer the process

Candid relationships with referees

Deep understanding of the Boston market

Strategic advisers, insight on how to approach final negotiations

Skilled negotiators eliminate "surprises"

Work to ensure smooth transition