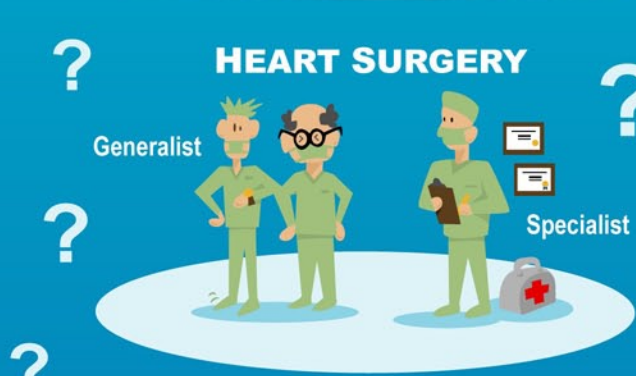


Selecting an Executive Search Consultant

"Any enterprise is built by wise planning, becomes strong through common sense, and profits wonderfully by keeping abreast of the facts." Proverbs 24: 3-4



! Selecting the right education, choosing the right doctor and picking the right financial plan are all decisions worthy of careful consideration and not to be taken lightly.



Granted, selecting an Executive Search Consultant may not be as difficult as choosing the right Education or as vital as selecting the most qualified Heart Surgeon, none the less, the decision to partner with the right Executive Search Consultant is crucial.

1 Because no direct measurement tool exists, a tricky selection decision confronts the buyer of Executive Search Services. So here's a list of what to look for:

- CRUCIAL RECRUITING SKILLS**
- Listening
 - Rapport Building
 - Interviewing
 - Intuition
 - Negotiation
 - Diplomacy
 - Persuasion

2 In addition to the skills just outlined, the best recruiters possess additional characteristics which enhance their effectiveness. These characteristics are more easily evaluated by third parties than by interview questioning.

3 When evaluating the quality of a Search Firm and/or an Executive Search Consultant, one should be careful to determine whether an individual recruiter's statistics are the same as, greater than, or less than firm averages.



- CHARACTERISTICS OF OUTSTANDING SEARCH CONSULTANTS**
- ✓ Integrity
 - ✓ Persistence
 - ✓ Organization
 - ✓ Intelligence

4 All of the foregoing should point out the difficulty of selecting an Executive Search Consultant based solely on first impressions or the firm's promotional literature. It seems impossible to make an optimum decision in the absence of conducting references.

- DEVELOP A LIST OF:**
- ✓ Questions to ask the Search Consultant:
 - ✓ Questions to ask about the firm:
 - ✓ Questions to ask the firm's references:

5 This crucial decision could make or break your company. It can directly affect the number and quality of optional candidates delivered, generate extremely valuable productivity & profitability returns and even provide succession-planning opportunities.

Therefore, the choice is often viewed by the most senior executives in your company and may have a significant impact on your career. So why not take the time to carefully consider your options?

Carefully questioning, analysis, and comparison of references is a great way to be sure you really know who you are going to be investing your valuable time partnering with.

Doesn't the success of your business and the quality of your career depend on finding the best available talent for all open positions? Then why take lightly, such a key business decision as selecting the right Executive Search Consultant.

