

Phases of An Executive Search Process

Most executive-level searches take somewhere between four and six months, from the start of planning to executing a signed offer letter. You may be surprised a search can take this long; many of our clients feel a sense of urgency to secure their new leader as soon as possible. We understand this urgency! At the same time, we strongly believe in the wisdom of taking some time to develop clarity and alignment around what exactly is needed in the role, as well as building a robust candidate pool and getting to know your candidates. The time you invest in being thoughtful and intentional now will pay off many times over in the long run, ensuring your new leader is well-prepared to succeed in the role both immediately and in the future.

We break down the search process into the following key phases:

