



Phase 1

Familiarization with the task

Client briefing

Finalization of the specifications and job profile(s)

Compilation of the client- and BoD mandate documentation

Development of a transparent search strategy

Market and data base analysis/
market intelligence

Preparation of an encompassing long-list

Phase 2

Evaluation, benchmarking and validation of the long-list

Selection and definition of the «to be approached» personalities

Direct approach, carried out personally by the project leader(s)

Presentation of the BoD mandate

Interviews, assessment, selection

Feedback discussions

Presentation of results to the client

Preparation of the dossiers

Definition of the short-list

Phase 3

Presentation and discussion of the short-list

Personal introduction of the final preselected personalities to the Board Members

Reference and reputation check

Support of further evaluation and selection by the Board Members incl. final decision making

Support of the external approval process

BoD mandate agreement/contract

Accompaniment of integration