



Phase 1

Familiarization with the task
Client briefing
Coordination of the timetable
Elaboration of the exposé
Finalization of the specification and the profile
Development of a transparent search strategy
Elaboration of a target-companies list

Phase 2

Data base analysis/market intelligence
Preparation long-list external/internal profiles
Discussion long-list/selection of profiles to approach
Direct approach, carried out personally by the project leaders
Interview and evaluation, carried out personally by the project leaders
Validation of the results
Preparation of the dossiers
Preparation and calibration of the short-list
Selection and determination of the «to be presented» top executives with the client

Phase 3

Presentation of the selected top executives
Support of the further selection process
Selection of the final top Executives
Assessments
Reference and reputation check
Winning of the final top executive
Moderation and support of contract negotiations
Integration assistance