



Search Process Timeline

(1-14 days)

1. Leadership Quantified

- Meet decision makers
- Determine and articulate the search strategy
- Craft the position profile
- Research and define target list of companies

(15-40 days)

2. Leadership Identified

- Recruiting process
- Multiple telephone interviews

(41-100 days)

3. Leadership Delivered

- Personal meetings
- ASLON interviews
- Client interviews
- Logistics coordination
- Facilitation and follow up
- Due Diligence and candidate closure
- Early and late reference checking
- Degree confirmation
- Personal background check
- Psychological profiling (as requested)
- Drug screening
- Offer negotiation

(100 + days)

4. Leadership Assimilation

- Coach finalist on expectations and vision
- Monitor the presence of counter offers
- Follow up on a regular basis
- Assess candidate's progress

