

# Arnold Partners' Strategic CFO Search Process

## New shared online workspace:

To offer you full transparency in every phase of the search process, we have incorporated an innovative platform created by Clockwork Recruiting. We will create and share an online workspace for your search that will give you real-time access to key information including candidates, resumes, research, assessments and more. You can easily review all of the information in one place, provide your feedback and interact with Arnold Partners. By integrating the Clockwork platform into our process, it makes it possible to always know where we are in the search, and because of the powerful reporting capabilities, weekly update calls are more efficient.



## Consultative meetings:

The process begins with a conversation about how we work together as a team to find, recruit and secure the best CFO or senior financial professional for your firm.

## Understanding your company and its culture:

In this phase, Arnold Partners gains a clear understanding of your company, its vision and goals, and its culture and values. We typically meet with the CEO, his/her key direct reports, and a subsection of the Board of Directors who will be involved in the decision making process. We gather information about the technological drivers of your company, where have you been and

where are you headed, the strategy you are employing to get there, the distinctive cultural qualities of your company, and the dynamics of the Board.



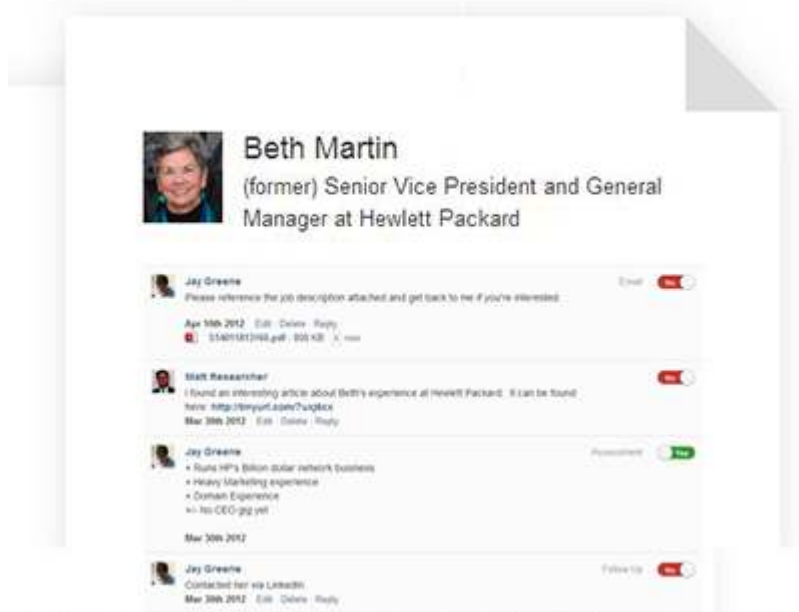
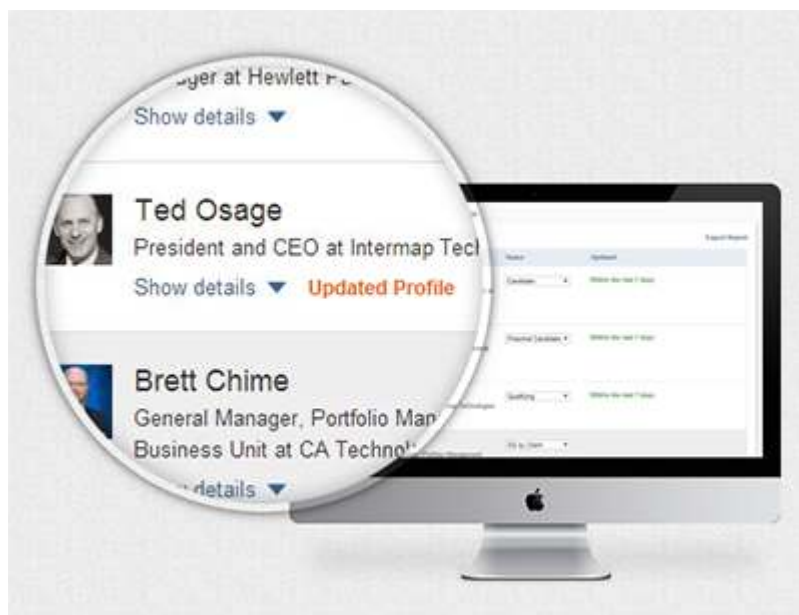
### **Clarifying your specifications:**

Next we discuss with you the skills, qualities, experience and background of the ideal candidate, and the specific objectives for the CFO or financial professional in the first three to six months. Arnold Partners then drafts a specification unique to your needs and posts it to the online workspace. The document serves as a marketing document for prospective candidates and as an initial vehicle to screen prospective candidates.

### **Research:**

Once the specifics are set and a strategy agreed to, Arnold Partners digs into our own deep pool of relationships to uncover appropriate potential candidates. In addition, we have research associates to help increase the number of potential target candidates. The sheer bulk of this effort is visible in a simple pie chart format in the shared workspace. (Our researchers do not do direct out-reach to candidates, those functions are only done by our principal, Dave Arnold.)





## Client interviews and feedback:

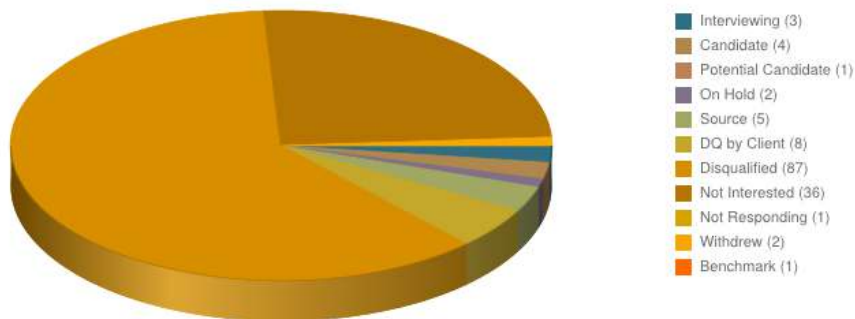
The next step is setting up interviews for you. Arnold Partners is proud of our track record for diligently recruiting, assessing and presenting qualified, attractable candidates until the search is successfully completed. As you meet the candidates, timely feedback from both parties is critical to the successful CFO search process. We will debrief and provide honest input to you via the workspace and to candidates. This information exchange helps us hone in on the standout qualities you seek. And the feedback you receive can be a valuable window into how you are perceived.

## Get Updates on Demand and Status Reports

Your search is secure in the cloud and accessible to only you and Arnold Partners. You have 24/7 access to viewing candidate profiles, resumes and work history, etc. Centralizing and capturing your communication with Arnold Partners in one place results in a faster process with full visibility along the way. You can log in to the online workspace and see recent updates highlighted so you'll know what's changed since your last visit. The detailed, streamlined reports you receive before the Weekly Status Call will make the Call more productive and efficient.

### Candidate Overview

Pie Chart ▼



## Reference checking:

We always check the references of our final candidate thoroughly, and use our extensive network to look beyond the obvious with some due diligence. We also provide background check services through a third party.

## Offer and acceptance:



We work closely with you to draft a fair and acceptable offer. In negotiating the offer, we find it very helpful to broker the details to keep any semblance of strain out of the CEO – CFO relationship. Since we are focused on CFOs and have many years of first hand experience in the financial industry, we understand the nuances of compensation and employment contracts.

**Follow up:**

We stay in close touch with you during the first several months following a placement. We anticipate that the key objectives for your CFO will be documented, and Arnold Partners will follow up with you to make sure these objectives are being met. For more information about Arnold Partners, see [FAQ](#)