



Video Transcript

The Moonshot: Why Your Executive Search Partners Should Shoot for the Moon

Hi, this is Dave Arnold of Arnold Partners, and here are some thoughts on taking a moonshot in your next executive search.

I recently had a client tell me I was the only executive search consultant he met with that was willing to take a moon shot for him and his company. He interviewed ten search firms. I found this to be kind of surprising.

A “Moonshot” candidate is a candidate that’s slightly out of the league for the client’s current situation, or at least we think so. Maybe not standard deviations away from what we’re looking for, but someone that if we could land that candidate, everybody involved in the search process would be thrilled.

I got thinking about how we get trained in the executive search business, and maybe we’re trained to be too risk averse and not take chances for our clients. This actually came to me from doing Board search. When we conduct board searches we do them a little differently. We are always taking a moon shot but we just do them one at a time.

There are some dangers in approaching executive search this way. One thing is we could set the expectations for the client so high we may never meet them. In executive search we are looking for a slate of candidates, and it’s pretty unlikely we are going to land an entire slate of moonshot candidates. The other thing is it could add more time to our search overall.

I think these risks are worth taking. If you’re thinking about hiring an executive search firm you should point blank ask them, are they willing to take a moonshot for you and your company?

By the way we did land that moonshot for our client and he’s thrilled. I hope you land yours in the next search you undertake.

Happy searching!

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