



Video Transcript

Successful Executive Search Part 2:

3 More Questions to Ask Executive Search Firms Before Engaging a Partner

Hi, this is Dave Arnold of Arnold Partners and these are some thoughts on a better executive search experience. This is a continuation of questions from an earlier video about what you should ask a search partner before hiring them to conduct an executive search.

I get interviewed many times each year by prospective clients, and I get asked a lot of good questions, but rarely am I asked these 3 critical questions:

1. What is the specific expertise of the partner handling my search?

What you are looking for someone who is a functional expert in the role being hired for, or an industry expert who has deep industry ties. You do not want to hire a generalist.

2. How many clients do you serve at one time? Will you contractually limit the number of other searches while conducting my search?

You should ask your search consultant to contractually limit the number of searches they take on while working for you. The most frustrating thing for client companies is when they are not receiving the service they deserve. Your search consultant should be willing to limit, in writing, the number of searches they take on. I would say no more than five. If they are not willing to contractually limit the number of searches, look for someone else.

3. Tell me about a search that did not go well?

You should ask about a search that did not go well. If they don't have a story that didn't go well, they may not be telling the truth. It does happen — not all searches are linear. I think you are looking for transparency at this point, looking for an open story and some insight into how your search partner would solve problems along the way.

The decision to hire an executive search firm is an important one and an expensive one. Be sure you align yourself with a search firm and a partner within that firm that is going to drive results. If you do these things you will have a great process and ultimately a great executive hire that will create value for you and your company. I wish you luck.

Happy searching!