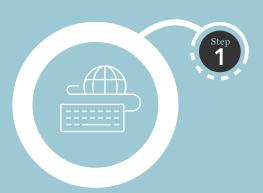


## **Executive Search Process**

# Steps Proven Approach



- Consultative
- Customized



### Understand and articulate the opportunity

- Collaborate with key stakeholders to assess and understand your organizations' needs.
- Recommend solutions to barriers identified.
- **DELIVERABLE**: candidate-facing **Position Profile**:
  - Overview of your organization and location
  - Responsibilities of the position
- Candidate requirements
- Key attractions of the position
- Expected first-year deliverables

#### Find the best candidates

Armed with your Position Profile, we develop and deploy proven search strategies and tactics to identify a pool of highly compatible candidates:

- Target specific geographic locations and organizations
- Establish timelines for the search
- Conduct proprietary database research
- Complete on-line research
- Target advertising, referral networks, direct mail, email and





#### Focus on the best fits

- KBA carefully screens all candidates, including any internal candidates, using the same criteria.
- **CLIENT CHECKPOINT:** discuss the first round of candidates
- KBA conducts a second round of in-depth personal interviews with the top candidates.

## Kirby Bates' Executive Search Process

#### **Interviews**

We arrange logistics for on-site interviews and provide support for any internal candidates. We brief each candidate prior to on-site interviews to be sure they know what to expect and how to prepare.

**DELIVERABLE:** Candidate Presentation is a 360-degree description to brief the client on each semi-finalist to assure an efficient and productive interview process.

Standardized candidate resume

Candidate's executive summary

Candidate's "in their own words" written responses to curated interview questions



Verification of education and licensure credentials



Summary of references

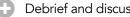






#### Final Selection & Integration

After interviews, we facilitate your final decision and assure a smooth transition.



Debrief and discuss each candidate's strengths and organizational fit

Provide market insights to develop compensation package and Offer Letter Present offer and facilitate its execution

Release candidates not selected

Close contact continues for a year to ensure mutual satisfaction

#### Why Choose Kirby Bates?

- Laser focus on our primary goal: driving healthcare organizations to achieve high quality, cost-effective patient care through a comprehensive platform of proven services, including Executive Search, Interim Leadership, Leadership Coaching and Operations and Financial Consulting.
- Firsthand experience as former healthcare COOs and CNOs informs our clear understanding and ability to articulate challenges and develop tailored leadership solutions.
- Strong national professional network and extensive database to identify the best possible candidates for your searches.
- **Specific deliverables** that are proven to assure successful candidate selection.
- Mindfulness of our strongest growth factor for over 30 years: candidates who return as clients, and clients who return for multiple engagements. We are committed to building long-term relationships.





