

## **Client/Candidate Interaction**

### **1. Introducing top candidates to the client**

We generally recommend introductory meetings between the client and the candidates; we then recommend that the top contenders are invited back for a more extensive visit. We help clients arrange these visits and facilitate the initial Relationship Building phase between themselves and the candidates.

### **2. Checking references and credentials**

We conduct detailed reference checks on the top candidates. These checks cover all junctures of a person's career, and all levels of interaction – board members, senior leaders, practice colleagues, peers, and staff.

We also systematically verify educational degrees, employment history, and other pertinent information.

### **3. Providing candidate feedback, engagement and follow-up**

We recommend that the client invite the top candidates for a more extensive return visit. In addition, we work with those candidates by scheduling and planning their visits to campus and explaining the interview process.

After the candidates' visits, we assist the client in arranging and gathering feedback from within the organization. We also solicit the candidates' feedback.