

Our Commitments

Experienced, steadfast leadership

- Our Principals manage and lead all critical elements of the search process – they are intimately involved with identifying, assessing, and recruiting candidates.
- Our Principals are available to clients and candidates at all times before, during, and after the search process.

The highest professional practice

- We work with our client until the search is completed.
- We actively build and promote diverse candidate pools.
- We will help our client shape an effective transition for a new leader and follow up regularly once the search is completed.
- We will not recruit the individual we helped our client recruit.
- We will redo a search at no cost if the successful candidate leaves the client organization within a year – regardless of the reason.

Cultivation of client and candidate relationships

- We focus on building lasting relationships with both clients and candidates.
- We approach candidates with equal attention, care, and respect as we do our clients.
- We act on the belief that a candidate's ability to integrate into an institution's culture is as important as the skills to advance its mission, goals, and objectives.