

Sinnott

Executive Consulting

*Leadership is the bottom line*

## RECRUITMENT READINESS

Hiring a new executive is a huge investment, and organizations often begin the recruitment process in haste. Sinnott Executive Consulting offers counsel for the vital pre-process of recruitment, a process we believe to be equally important to recruitment itself.

Without the proper investigation into the history of the organization and its current growth needs, an organization risks hiring with the solitary goal of filling a soon-to-be vacant position. This is a grave mistake. A new executive should be identified with current and future leadership and business competencies in mind.

Before the recruitment process begins, there needs to be a thorough assessment of the past performance and future expectations of the organization. Sinnott Executive Consulting will help your Board and other leaders to identify where the organization should be in three to five years, whether there will be a start up, turn around, aggressive growth, realignment or sustained success.

With the assessment of your organization's three to five year goals in hand, Sinnott Executive Consulting will develop a core list of competencies that will be key to achieving your goals. Finally, we will develop a Leadership Profile for the preferred candidate, identifying specific qualifications and questions that should be asked to candidates during the recruitment process.

Once this Leadership Profile is developed, it will be used by a separate search firm as a base to source and interview potential candidates.

**REMEMBER** - *Recruiting for yesterday's position is pointless.*

Let Sinnott help you address the needs of the future before conducting your next executive search.

### **CASE STUDY IN RECRUITMENT READINESS:**

#### *Clarity Through A Leadership Transition...*



After 17 years as a respected and successful CEO of an urban hospital, Sally announced that she would retire in six months. Eager to begin the recruitment process for a new CEO, the Board of Trustees of the hospital decided to engage Sinnott Executive Consulting to help them develop a profile for the next leader of the organization.

Sinnott Executive Consulting began by analyzing the quality, financial and strategic performance of the organization over the past five years. The review of this information suggested that the organization was, in fact, beginning to become less competitive and missing quality and financial targets, and it seemed that a realignment of strategic and financial performance would be in order.

In working with Sinnott Executive Consulting, the Board developed a profile for the next CEO that included someone who was strong in communications skills who could first help the organization gain a better sense of its current situation and its future direction. The individual would also need to be strong in getting many different constituencies involved to chart a new course and identify appropriate corrective action plans.

Six months later, the Board selected a new CEO who was well equipped to meet the current and future needs of the organization. A board member said, “I felt much more confident in the whole process after having completed Sinnott Executive Consulting’s Readiness analyses. It really unearthed some areas of weakness we were not addressing, and it definitely affected who we hired in the end.”

*For more information contact Dan Sinnott at Sinnott Executive Consulting today.*