



Effectively Navigating Leadership Change

Mitigating Risks in Executive Search and
Selection for Strong, Targeted, and Effective
Corporate Leadership

The Future of Executive Search & Selection

executive intro® combines professional search and selection methods with cutting-edge technology. When paired with the industry expertise of our consultants, it redefines the process of filling pivotal roles.



Key Benefits Include:



Sustainable Appointments ✓

96% of all executives placed by executive intro® remain successfully in their positions after 12 months.



Results-driven Candidates ✓

The combination of various evaluation methods ensures high predictive validity, delivering the outcomes you expect.



Building the Best Leadership Team ✓

Team and peer group matching guarantee the finest leadership team you've ever had.

Empirical Evidence Indicates:

In three out of four companies, 20% of all newly hired executives leave within 12 months.

In most organizations, the executive hiring process has remained unchanged for the past two decades, primarily relying on paper qualifications and initial interviews.

In what other area of your business would you accept a 20% error rate?

Our Scientific Approach

Excellent Leadership Starts with Excellent Selection Methodology

Leverage our time-tested executive search & selection approach and position your company as an appealing employer brand for both stakeholders and candidates.

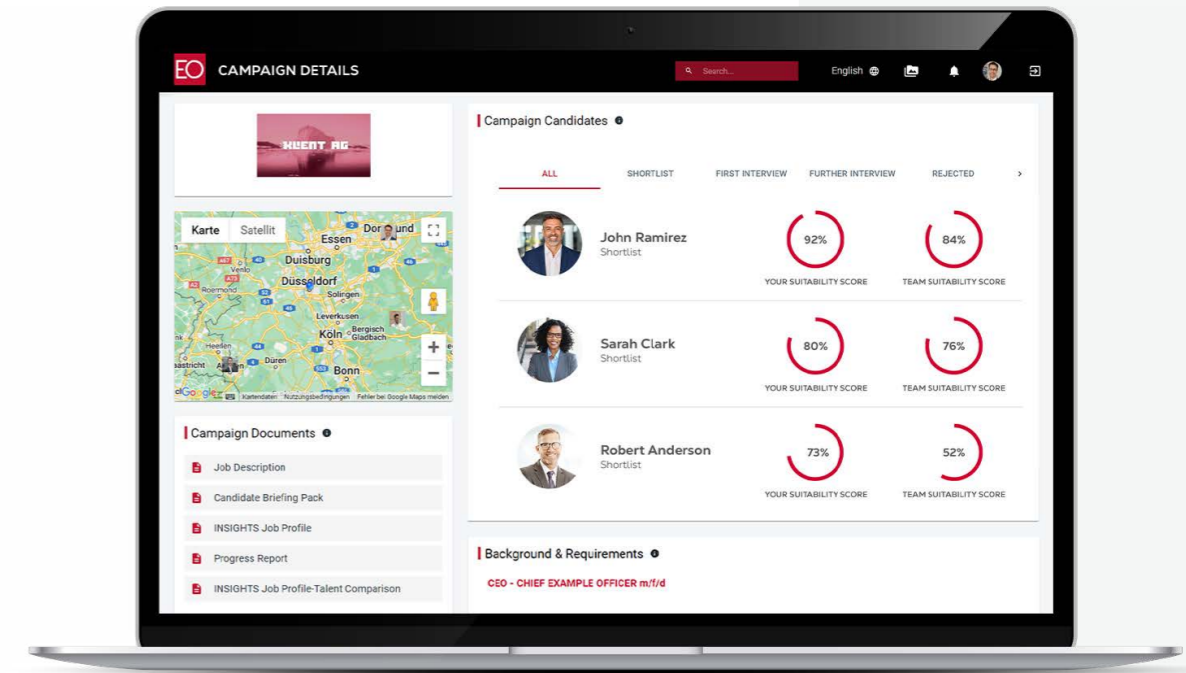


„By utilizing **executive intro®**, we've streamlined multiple search processes and expedited filling vacancies. Video interviews, especially in an international context, save time during initial discussions. The use of suitability diagnostics further guarantees personal compatibility.“



Alexandra Schröder
Global Director HR Business Partnering
Gardena Division

Transparency Throughout the Selection Process



1

All search information is readily accessible

With **executive intro®**, you have all search and selection parameters at your fingertips. This facilitates comprehensive evaluation, even for remote employees or for those who are not present during the briefing.

2

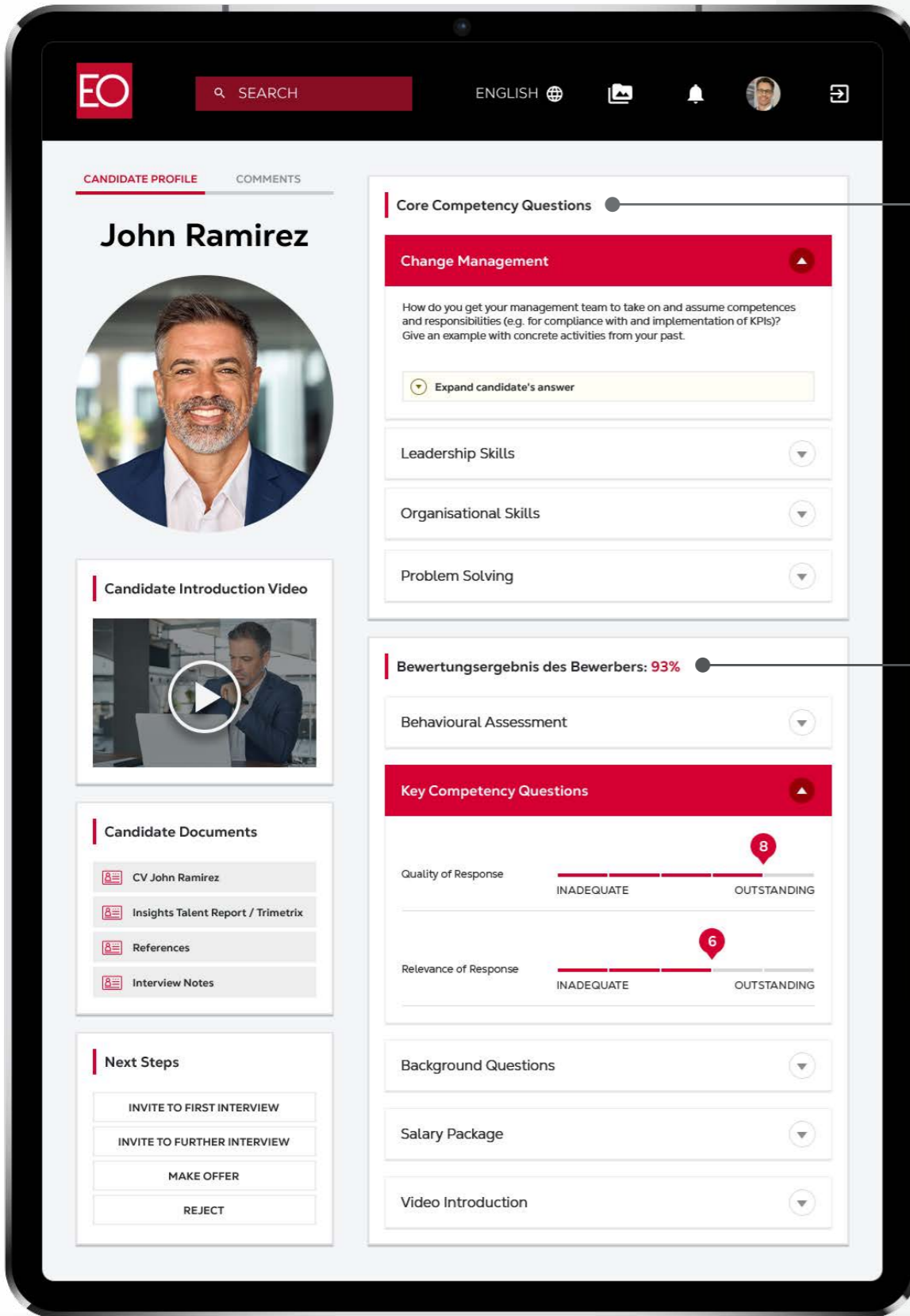
Keeping track of all candidates

The candidate list includes the current status of the candidate within the process and your personal assessment of each candidate compared to the rest of the decision-making team.

3

Customized job profiles

With a single click, access the job briefing crafted collaboratively with you, behavioural and motivation benchmark profiles for management diagnostics, including comparisons with all candidates, and the candidate briefing pack.



360° Candidate Assessment

All information in one place: career history, skills, knowledge, behavioural preferences, competencies, and our consultants' expert assessment for each candidate.

Core Competencies Questions

Real behaviour instead of rehearsed answers

Competency questions help avoid generalized responses and understand how a candidate truly performs in practice.

Optimal Predictability

Studies have consistently shown that competency questions have high predictive validity. In other words, competency questions can reliably predict how a candidate will behave in their new leadership role.

In-Depth Insights

Well-crafted competency questions reveal a candidate's thought processes, problem-solving abilities, and behavioural patterns – information crucial for selecting the right leader.

Suitability Score

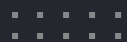
Objective candidate assessment considering all aspects

Evaluate each candidate on both content and personal levels, and see how your assessment compares to that of your colleagues.

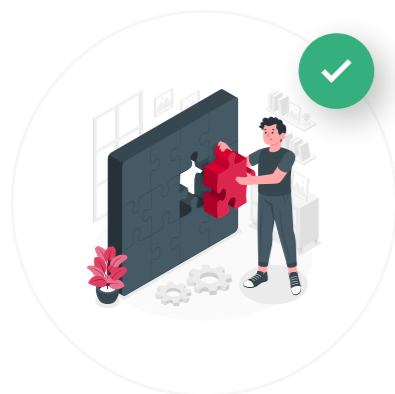
For quick and long-term success in decision-making, executive intro® allows you to focus solely on objective assessment beyond layout considerations.



Excellent Alignment Meets High Predictive Validity

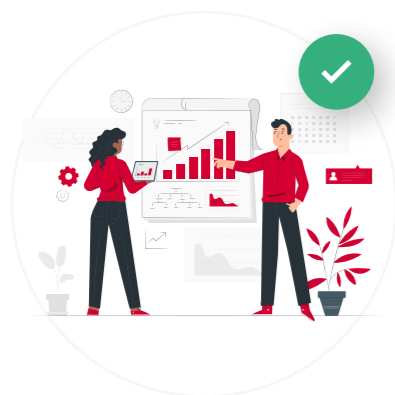


With scientific personality diagnostics and the assurance of high predictive validity, we set new standards in executive search.



Outstanding Alignment

Scientifically grounded personality diagnostics compare candidates to the requirements of the position. You exclusively get to know candidates who genuinely match the position.



Predictive Validity

executive intro® employs multiple methods with high predictive validity* to forecast the future performance of executives, ensuring they are optimally prepared for their roles.



360° Candidate Assessment

? Core Competency Questions

Suitability Score

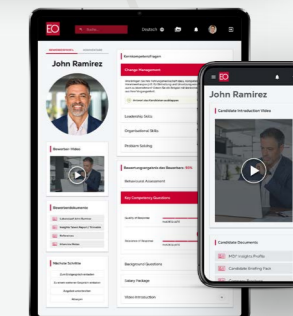
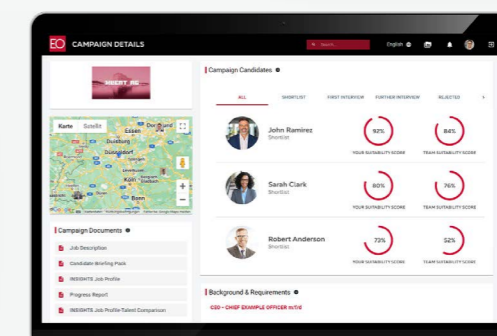


All search information directly available

Applicant Overview

Career Highlights

Candidate Documents

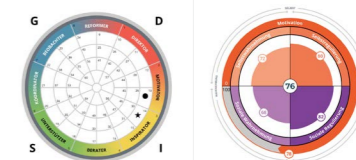


Permanent access via any end device



Use the chat function to exchange information about candidates and speed up the internal decision-making process.

Management Diagnostic



Ensuring Long-term Success in Leadership Appointments

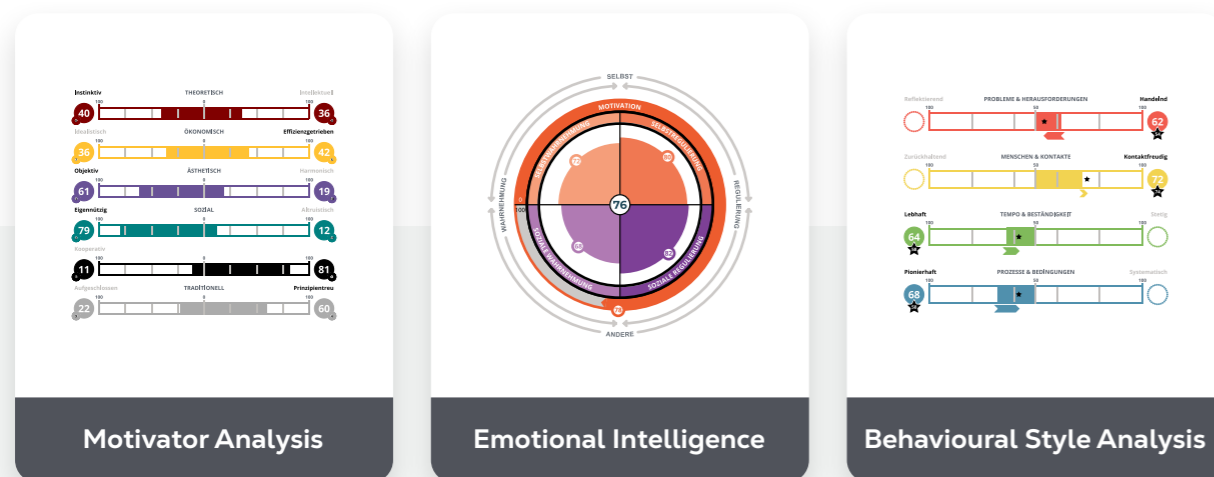
With the comprehensive presentation and selection platform executive intro® you only hire candidates who genuinely align with your needs and deliver the anticipated results.



Management Diagnostic Tools

The use of management diagnostics tools minimizes the risk of misplacements and ensures the selection of the right leadership personality.

Hiring the right leader and efficiently leveraging their strengths for the company's success is a substantial challenge. The management diagnostic analyses employed by EO Executives simplify human actions to the factors essential for long-term leadership success.



The Right Leaders for Every Specific Situation

Why compromise when you can achieve excellence in every leadership position in your company?

Your company deserves nothing less than the best. With **executive intro®** and the expertise of our consultants, you receive precisely that: leaders who deliver results.

Our consultants eagerly await your contact:



eoexecutives.com/consultants



SCAN ME



Results
through **people**

* **Predictive or Prognostic Validity** refers to the extent to which a test or assessment method has the ability to predict future performance or behaviour. A test with high prognostic validity provides a reliable glimpse into how an individual will perform in the future based on current test results.

EO Executives – Results through **people**
Executive Search & Interim Management
www.eoexecutives.com

