

TSNE Executive Search and Transition Components

| Phase | Core Search Components and Supports Provided |
|---------|---|
| Prepare | Planning Meeting |
| | Project Plan & Timeline |
| | Organization Assessment (surveys/interviews w/stakeholders) |
| | Assessment Report/Summary |
| | Strategic Direction Setting/SWOT Analysis |
| | Compensation Benchmarking |
| | Position Profile Development |
| | Position Profile Feedback |
| | Outreach Plan Development |
| Search | Outreach Plan Execution |
| | Candidate Recruitment and Development |
| | Resume & Cover Letter Retention |
| | Candidate Evaluation & Rating |
| | Initial Screening Questions |
| | Candidate Initial Screening |
| | Candidate Advancement |
| | 1 st -3 rd Round Screening Questions |
| | Final Round Screening Questions |
| | Final Round Activity |
| | Decision Matrix |
| | Interview Participation – Preceding & Final Round |
| | Staff participation and Board Approval/Vote |
| | Candidate Scheduling & Stewardship |
| | Decision Making Management |
| | Reference and Background Checks |
| | Offer Negotiations |
| Thrive | Onboarding support |
| | Communication plans (internal/external) |
| | Introduction plan for new leader |
| | Performance expectation and goal setting |