



CEO SELECTION

Increase the probability that the Board makes the right decision — an informed decision based upon the best objective and accurate information available.

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NUTSHELL

Leadership changes are a part of doing business. Succession management is vital to the prosperity and survival of the enterprise. Psychological Associates provides independent, objective analysis that allows the Board to judiciously evaluate candidates and select the right CEO.

BENEFITS & OUTCOMES

- Individual profile sheets for each top candidate, summarizing interview and assessment results.
- Comparison of candidates across pertinent success competencies.
- Facilitation in Board and Selection Committee reviews.
- Optional individual feedback to the chosen candidate, focusing on strengths, weaknesses, leadership style, and behaviors.

HOW IT WORKS

- Identify business challenges and needs.
- Learn the situation.
- Develop a CEO profile.
- Clarify the required competencies for the organization's successful CEO:
 - What are the “must haves”?
 - What is developable?
- Gather data and assess candidates.
 - Develop structured interview questions.
- Present results:
 - Findings from interview, assessment, 360° feedback, background check.
 - Compare the candidates.

