

In Depth Insight

Assessing candidates on fit for a role is important in any hiring decision, but the risks associated with not getting it right in an M&A deal are too high. In Depth Insight provides an objective process for setting expectations and profiling a candidate in great detail to assess any gaps in meeting those expectations. Through the process, the Deal Team gains detailed insight into what makes the candidate successful and whether that success can be carried forward in the new acquisition.

STEPS

*Set
Expectations*

*Assessment of
Candidate*

- ◆ 360 Assessment
- ◆ Individual Directions
"Motivators"

*Conduct
Behavioral Interviews*

- ◆ Candidate
- ◆ Past Colleagues

*Draw
Conclusions*

BENEFITS

Establish baseline expectations for the role as it relates to most appropriate way to lead the organization.

How the candidate responded to past situation will give us insight into how they will likely respond when faced with similar situations. Comparing this to expectations will highlight key areas of concern for further exploration. Assessing the motivators will add a depth of confirmation to gap analysis.

Equipped with the gap analysis of what's expected compared to the candidate's profile, we can probe further to validate areas of strength and explore areas of concern.

Based on data and interview summary, we can recommend likelihood of success with key areas for development.