

Our Approach

Five broad steps

	Kickoff	Identify	Develop	Present	Complete
	<i>Assess needs and develop a tailored search blueprint</i>	<i>Identify target companies and potential prospects</i>	<i>Attract and evaluate candidates</i>	<i>Present candidates in client interviews</i>	<i>Complete the search and post-search follow-up</i>
Major Activities & Key Deliverables	<p>Meet to determine skills, knowledge and abilities required of the person</p> <p>Understand challenges unique to Rapid7 and the role</p> <p>Prepare customized position and candidate specification</p> <p>Determine the client priorities that will shape the search process</p>	<p>Examine organizations with relevant skill-sets</p> <p>Develop long list of organizations to serve as likely sources</p> <p>Present list of prospects</p> <p>Network with sources to identify and qualify prospects</p> <p>Frequent progress updates</p>	<p>Engage prospects to test their interest in the role</p> <p>Conduct competency-based interviews against the position specification</p> <p>Assemble the short list</p>	<p>Based on in-depth written analysis and appraisal against the specification, present most qualified candidates</p> <p>Conduct preliminary reference checks</p>	<p>In-depth referencing and checks</p> <p>Assist in negotiations</p> <p>Regularly communicate with client and placement during transition</p> <p>Conduct client satisfaction survey to improve customer service and refine approach</p>
Cooke & White Advisors Advantage	<p>Dedicated team from retained search backgrounds</p> <p>New perspectives and a thoughtful business dialogue</p> <p>Consultants drive entire process; customized to fit clients specific needs</p>	<p>Deep understanding of industry</p> <p>No hands off</p> <p>Immediate access to information and executives</p> <p>Large network of candidates and sources</p>	<p>Relationships facilitate access; people take our calls</p> <p>Meet only those with appropriate interest and qualifications</p> <p>A thorough and balanced point of view</p> <p>Experts in leadership evaluation</p>	<p>Consultants skilled in competency-based approach who can steer the process</p> <p>Candid relationships with referees</p> <p>Deep understanding of the Boston market</p>	<p>Strategic advisers, insight on how to approach final negotiations</p> <p>Skilled negotiators eliminate “surprises”</p> <p>Work to ensure smooth transition</p>