

The Search Process

Discovery



- **Understanding your story.** With a keen ear, we listen and learn about the culture and ethos of your organization to understand what goals you want your new leader to achieve in order to multiply the impact your organization has on the communities you serve.
- We have allotted **2 total hours** of discovery meetings for the pro bono search.

Identifying Candidates



- **Customized multi-pronged approach.** Our dedicated research and outreach team combines digital marketing, extensive research, national networks and our proprietary database of diverse candidates to identify and attract top talent. We present a slate of **4-6 talented professionals** with a multiplicity of professional experiences as well as diverse cultural, ethnic and racial identities.

Candidate Assessment



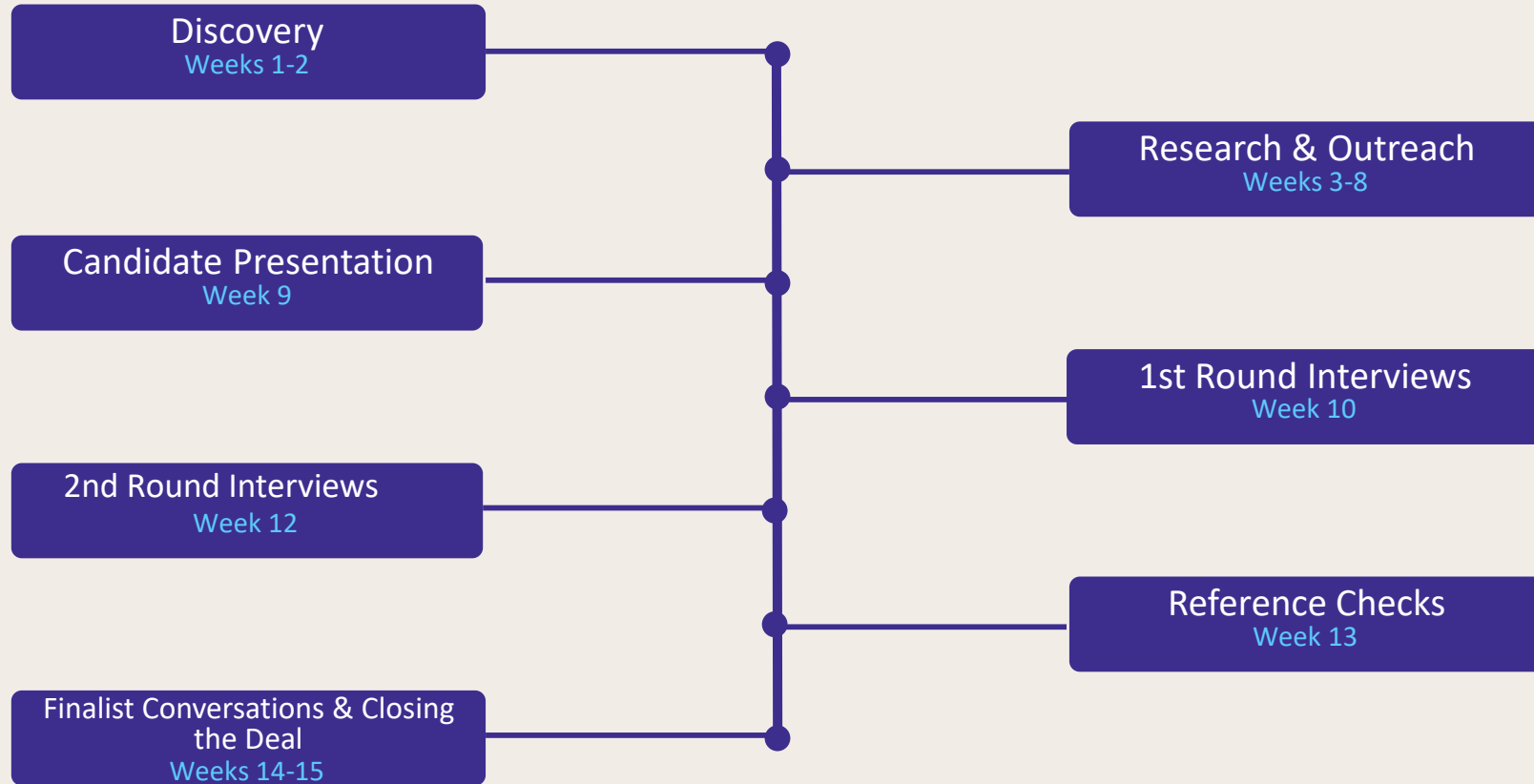
- We evaluate candidates through a series of screenings and interviews coupled with the use of our **proprietary competency modelling generator**, to ensure we present candidates to you that have **demonstrated skills and experience** in the competencies you have outlined in your Position Description.

Getting to Yes



- **Consider us part of your team.** We work with your search committee to develop a customized interview process that helps you assess each candidate's strengths, experience and personality. We partner with you to build a reduced bias, data driven interview process that builds your confidence in your selected candidate prior to an offer.

Projected Search Timeline



Optional Talent Services

- We understand the importance of getting compensation right, and how valuable a thoughtful compensation strategy can be to your organization.
- DRG is offering pro bono compensation benchmarking services, a process by which we analyze and align the salary for the role in question with the current market, for both this position as well as up to 5 members of your leadership team.