



WHAT'S ON YOUR HORIZON?

At FCC Services, we have built a robust structure around the CEO and Executive Selection process that removes intuition and complements the experience level of each director/member of the search committee. We combine a data-driven approach with key areas of fit established by your organization. This all adds up to a process that is systematic, thorough, timely and cost-sensitive.

FCC Services has helped numerous clients conduct a robust search, helping boards and search committees identify the best possible candidates to successfully manage through their organization's specific challenges, goals and culture. FCC Services serves as a guide through the selection process, leaving all decisions to the board/committee and adjusting the process itself to meet specific requirements or requests.

“The most important task for any Board of Directors is the selection and hiring of a CEO to lead their company. In most cases it is also the one they are the least prepared for,” says Glenn Goschie, Board Chair of Wilco Cooperative. “Wilco was fortunate to team with Jay Lux and FCC Services. Throughout the entire process Jay was able to facilitate discussion, make sure all questions were asked and answered, and bring forward only those applicants that were qualified to meet our needs. All of the Directors felt comfortable in every step because of Jay's ability to communicate in a professional and personable manner. The members' time was used efficiently yet the process was never rushed or influenced.

“I was supportive of using an outside firm for our executive search. We decided on FCC Services for our CEO selection because they have a solid process, positive feedback from other clients, knowledgeable consultants and are a great fit for our board.”

—**ANDY LOWREY**
 BOARD CHAIR, CAPE FEAR FARM CREDIT

“I give credit to Jay and the entire FCC Services Team for assisting the Wilco Board through the most important process a board of directors ever does, select a CEO. I highly recommend FCC Services. They are the best I have seen in my 42 year coop career.”

—**DOUG HOFFMAN**
 PRESIDENT & CEO, WILCO



Executive Selection Project Phases

A well-managed selection process – one considering the organization's current situation, challenges and future goals can prove invaluable, as can the support of an insightful search firm.

- FCC Services consultant(s) meets with the search committee to outline the process and the selection approach, clarify objectives, answer questions and determine the appropriate assessment instruments.
- The search process is communicated to the organization - generally by the Board Chair or CEO.
- The board/committee completes the PI PRO assessment.
- An updated job description is created and sent to the search committee for approval.
- The position is posted/advertised.
- Interested internal candidates are encouraged to submit their resume and cover letter. Qualified candidates will be contacted and administered the assessment instruments.
- Outside candidate reviews will be set with the search committee to review the candidate's credentials.
- A final review of candidates will be scheduled with the search committee.
- Round 1 candidate interviews are scheduled with the search committee.
- Final interviews are scheduled with the board/committee who will make the final decision.
- An offer is extended to the final candidate. FCC Services recommends a compensation consultant be used to assure the most effective offer is crafted. (Any fees for use of a consultant would be additional).

We welcome a conversation about your executive search needs.

Assessment Instruments

Assessment instruments are used to measure leadership capacity, critical and strategic thinking and emotional intelligence, and to provide statistically reliable results to support the executive selection. We recommend an assessment process that incorporates a series of tools, including:

- The Predictive Index (PI)
- Hogan Potential Inventor (HPI) & the Hogan Development Survey (HDS)
- The Watson Glaser Critical Thinking Assessment (WGCTA)

This multifaceted approach allows the triangulation of data and identification of key individual personality, style and skill traits necessary to be an effective executive. The full assessment package will depend on the engagement and client needs.

We recognize that choosing the right executive leadership is critical to the ongoing success of your organization. Our expertise and experience enables us to assist you.

For more information about FCC Services Executive Selection services, contact:

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COMPREHENSIVE RESOURCES

SUPPORT YOUR SUCCESS

FCC Services offers a full range of targeted programs and expert-guided services to complement your governance goals and facilitate your strategic plan. These diverse resources can enhance and extend your organization's internal strengths as conditions change and new challenges emerge.

For director, executive and organizational excellence, we provide:

- Succession Planning and Executive Selection
- Board and Peer Evaluations
- Strategic Planning and Facilitation
- Captive Insurance and Alternative Risk Management
- Legal and Consulting Services
- Leadership Development
- Influential Conferences
- Governance Consulting
- Gettysburg Leadership Experience

Find the full range of our services and experiences on our website, fccservices.com. **Be more.**



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