



WATSON™

We connect boards with top talent

Good governance is grounded in solid practices and processes, but great governance depends on having the right people around the table. WATSON's multi-disciplinary search team helps organizations recruit key leaders, including independent directors, CEOs and governance professionals. We work closely with the board to ensure roles are clear, the right processes are in place and good decisions are made. Our networks reach well beyond the usual suspects, providing access to a diverse and talented pool of candidates who meet today's expectations for experience, expertise and cultural fit.

A WATSON search sets your organization up for success.

Executive Search

Nothing is more important for a board than recruiting leaders. When it comes to an executive search, WATSON believes the means are equally important to the ends. We are confident we can deliver results and find the right leaders for you, but the real value is in WATSON's approach. Thorough, thoughtful and tailored to your needs and circumstances, WATSON's full-service executive search helps organizations define the role, identify and evaluate candidates, support the board's decision and onboard your leaders.

EXECUTIVE SEARCH APPROACH

Understand Your Needs

To find the right leader, we've got to know exactly what *right for you* means. We believe that the initial investment of getting to know your requirements, your organization and your culture, makes all the difference in a successful executive search.

Develop a Position Profile

We collaborate with your Search Committee to prepare a recruitment brief and position profile to introduce your mandate to our network and potential candidates.

Target Candidates

We look beyond the usual suspects. We create a list of relevant candidate pools – places where individuals with the required experience and leadership characteristics are likely to be currently working. We find, target and connect with the right candidates.

Identify, Screen & Evaluate

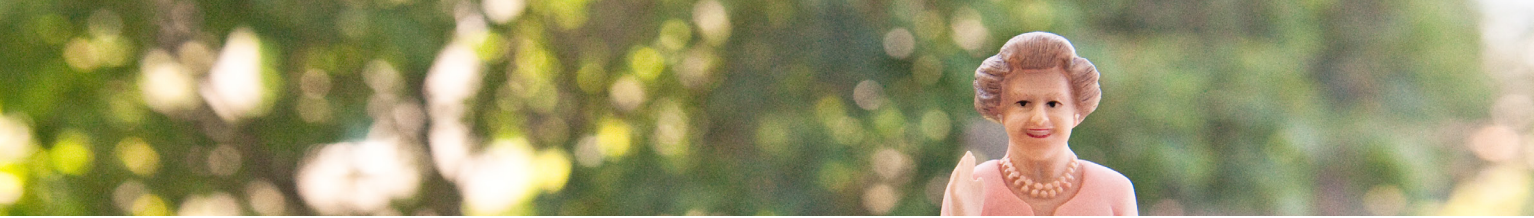
We reach out to prospective candidates to verify qualifications, attract them to the position, and confirm interest. We work closely with your Search Committee to develop an effective candidate evaluation process.

Offer & Negotiation

We work with you and the candidate to finalize the terms of engagement, including compensation and total rewards.

Onboarding & Follow-up

We help you develop and implement an executive onboarding program. We offer regular support for you and your new executive to ensure a smooth transition.



Board Recruitment

WATSON knows the attributes of a solid and value-creating director from our years of governance experience advising and evaluating directors. We reach deep into the North American director community to find a diverse and talented group of candidates fit for your board.

WATSON'S APPROACH

Understand Your Needs

We review your strategy, risks, challenges, and how the board of directors is expected to add value. We are straightforward and pinpoint any skill gaps. We ensure both you and the WATSON team have a clear understanding of your board's current state, vision and future opportunities.

Expand the Definition of Diversity

We create a board matrix that highlights the key skills, experience and attributes needed from directors. We help you articulate the values and fit that are fundamental to every director appointment.

Develop a Recruitment Brief

We prepare a recruitment brief outlining the key attributes of the board's work, the expectations of individual directors and the specific recruitment profile.

Harness the power of diversity,
and realize your board's potential.

Source Candidates

We identify a long list of potential candidates for your needs and review their backgrounds with you.

Shortlist

We work together to identify preferred candidates. We connect with them, evaluate their background and past performance to understand just who they are.

Candidate Dialogue

We manage the ongoing discussions with potential candidates, guiding you to ask the right questions before making decisions. We set clear expectations and keep communications open to make sure there are no surprises along the way.

Onboarding & Follow-up

We help you develop and implement a customized onboarding program. We follow up regularly with you and your director, to help with the transition and offer support.

Director Nominee Evaluation

WATSON understands the increasing pressure on member-based organizations to change their nominations and election processes for the better. We craft tailored support to guide co-operatives and other member-based organizations towards more effective governance, stronger renewal and sustainability.

OUR SERVICES

Screening

To find the right candidate you sometimes have to read between the lines. We screen resumes from all qualified candidates and let you know how they rank based on industry knowledge, experience and skills.

Interviews and Reference Checking

WATSON interviews candidates to objectively assess and evaluate for character, competency and commitment. We are hyper-vigilant about due diligence (it's the lawyer in us). We check multiple references and validate each candidate's credentials.

Find the leadership within.

Recommendation

We deliver results. We provide the board and Nominations Committee with a fulsome, unbiased report with clear recommendations.

Stakeholder Engagement

We understand the importance of good stakeholder engagement. In partnership, we will help you craft and deliver an effective communication plan.

WATSONTM
Search

WATSON focuses exclusively on governance. Elizabeth Watson, QC founded WATSON on the belief that bringing an intentional approach to governance helps organizations perform better. Since 2005 WATSON has helped hundreds of organizations establish or improve their governance practices and processes; conduct board, director and CEO evaluations; educate their boards and management teams; plan for board and CEO succession; and connect with high performing directors and CEOs. WATSON's clients include private and public companies, public sector entities, major trade and professional associations and not-for-profit organizations.

We help organizations perform better.

www.watsoninc.ca | 604.569.2071