

# Working with Executive Search An Insider's View

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Lauder '94

- Senior Associate at Isaacson, Miller
- Top 20 firm – exclusive focus placing senior leaders in mission-driven organizations
- Director to C-level and Board positions
- Clients included:
  - University of Pennsylvania
  - The Wharton School
  - The Curtis Institute
  - The Institute for Advanced Study
  - The Clinton Foundation
  - The Chicago Symphony Orchestra

# Search Experience

# Executive Search and Your Career

- Recruiters are gatekeepers
- Can play a pivotal role in a career
- It's a long game about relationships, and building trust and confidence

✓ **Become “a friend of the firm”**

# The Business of Search

There are two types of search firms:

- **Retained**
- Contingency

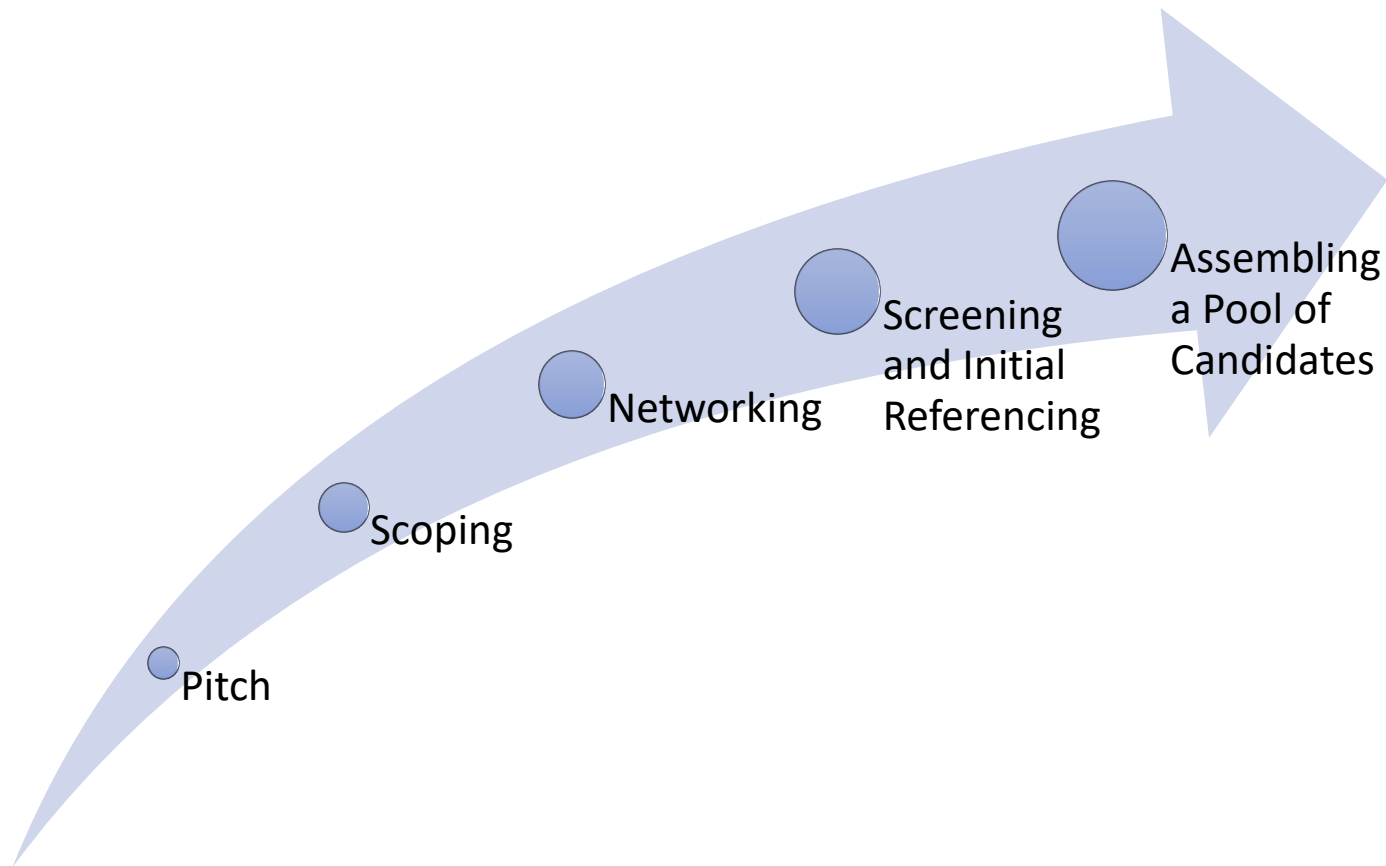
✓ **Know who you're talking to**

# The Business of Search

- The candidate is not the client
  - Retained recruiters fill the roles they have
  - They're risk averse and dread a "do-over"
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- ✓ **Have realistic expectations – recruiters aren't career counselors**
  - ✓ **"Non-traditional" candidates are at a significant disadvantage**

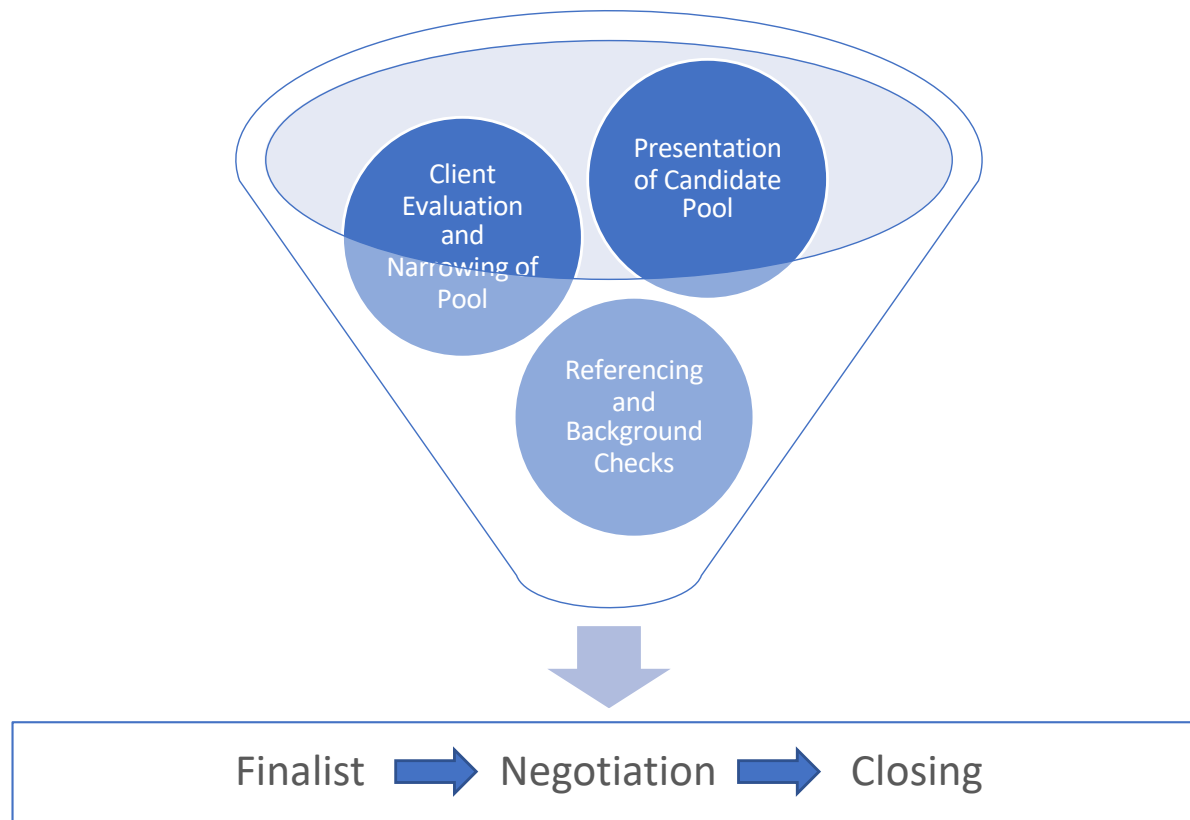
# The Stages of a Search

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# The Stages of a Search

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When you're networking, find:

- ✓ **The right people**
- ✓ **At the right firms**
- ✓ **In the right practice areas**

for your role, industry and geography

Get  
on the  
Radar  
Screen



Recruiters and clients want “a catch”

- Has overcome similar challenges in a similar environment
  - Enjoys a solid reputation
  - Doesn't need to change jobs, but might for the right opportunity
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- ✓ **Create a career arc that supports your aspirations**
  - ✓ **Maintain your network, remain visible**
  - ✓ **Get introduced or referred – don't reach out directly**

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- Be responsive and polite, even if the recruiter is relatively junior
- Be thoughtful and offer suggestions
- Determine if you're a source or potential candidate
- Gauge your chances if interested
- Make an informed decision
- Help the recruiter understand if your comp expectations **overlap**

## When a Search Firm Calls

# If You're a Candidate

- Do the work and be responsive
- Be patient and understanding of delays
- Remain engaged and appropriately enthusiastic, but don't get carried away
- Build a relationship for the future
- Do your own referencing – **look and listen for “code”**
- Know your value, focus on the long money, and work collaboratively to close the deal



Questions? Need advice?

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