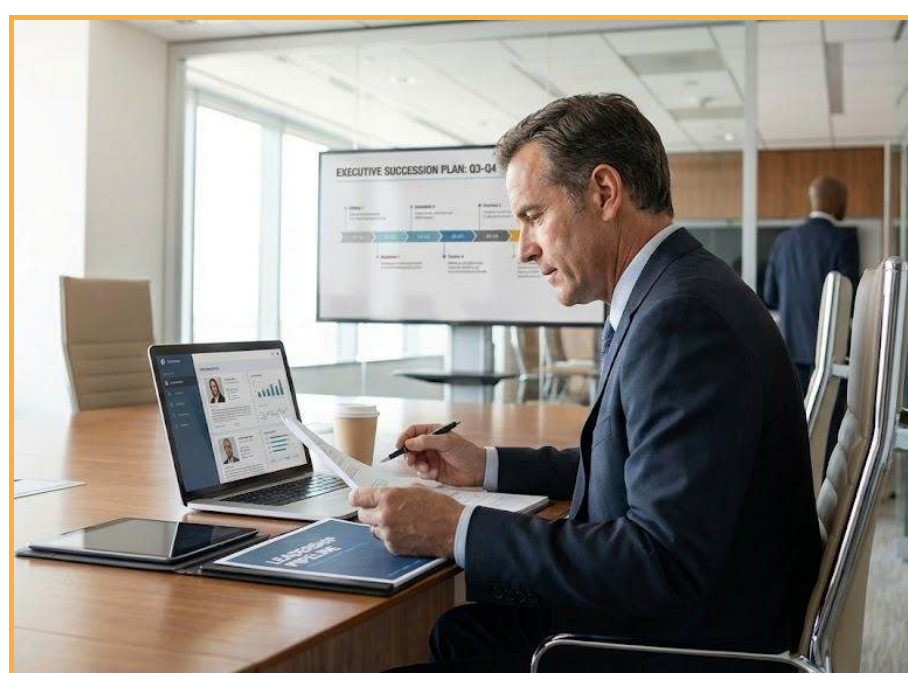


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Reasons Proactive Executive Hiring Matters

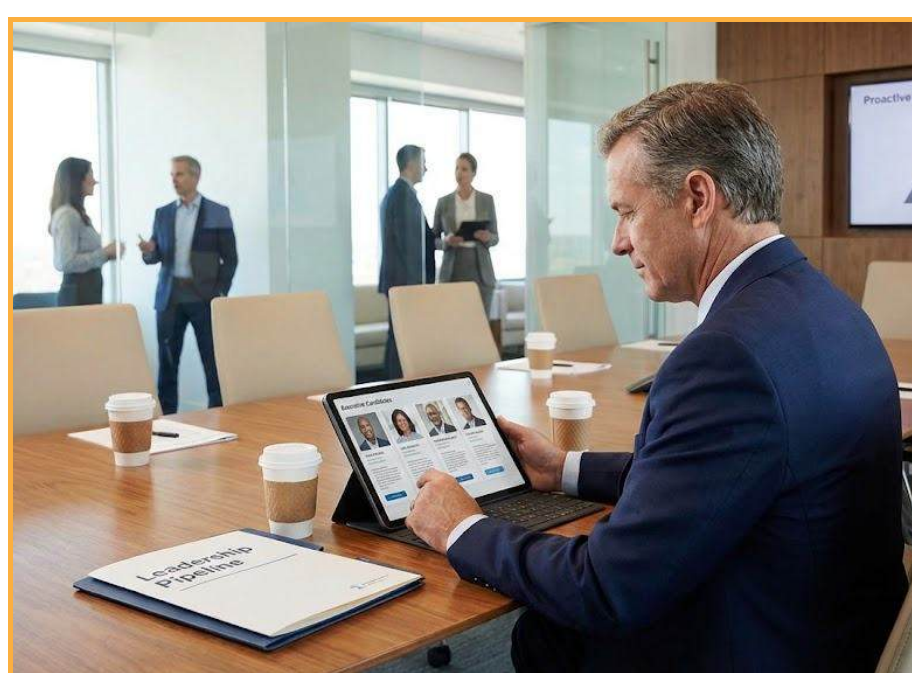
1. They Want Aligned Executives

Whether you expected a leadership transition or it happened suddenly, it's easy to focus on just filling the seat and avoiding a leadership gap. You can hire a leader aligned to your values and goals when you've contacted and vetted potential candidates before your leadership transition. It gives you a head start on filling the seat, giving you valuable time to choose an aligned leader.



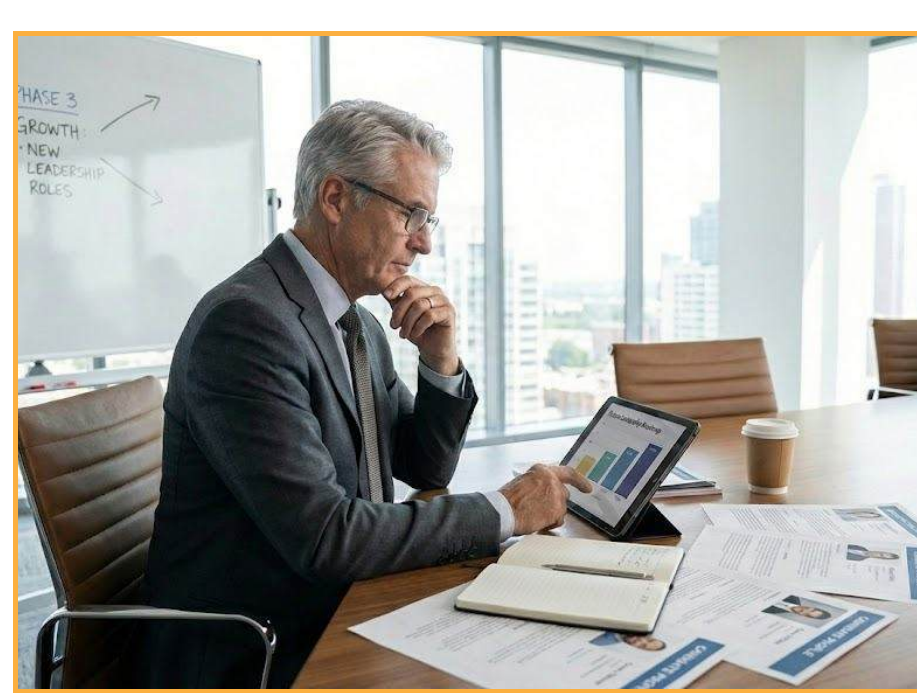
2. They Want Access to Great Leaders

Companies that want access to top executives must take a similarly proactive hiring approach. When it's time to accept applications, you've got trusted connections to great leaders. You know which people would align with your company and who would be interested in moving. Now you're in a position to bring in someone exceptional without delay.



3. They Want to Keep Operations Smooth

If you've ever been through a lengthy executive search, you know how it disrupts the entire company. By having vetted, engaged candidates in the pipeline, you already know who aligns with your values and strategic goals. Your preparation shortens your time-to-hire, allowing you to maintain your company's momentum. Saving time and limiting stress is especially important when the role ties directly to company growth.



4. They Want to Grow

Think ahead about the kind of leadership your next phase will require. Planning ahead allows you to identify those needs early and build relationships with individuals who have the necessary experience and knowledge. Then, you can be certain your next hire will help your company progress.

5. They Want Continuity

When you treat executive hiring as a continuous, strategic initiative, you protect your company from the hidden costs of leadership gaps. Taking the time to find candidates who match your culture and mission means your new hire can integrate into your C-level team right away. That kind of continuity gives you a significant edge over companies stuck in crisis mode.



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