

# Vetting Prospective Firms

It's vital to identify and select the right firm for your club's executive search and consulting needs.

We encourage you to take the time to discuss any prospective firm's experience, process, capabilities, and follow-up. Below we highlight critical pre-screening questions you should be asking prior to engaging any firm. Requesting this information will increase the prospect of a successful partnership.

## WEEDING OUT QUESTIONS

Be sure to ask...

	Other Firms	Denehy Club Thinking Partners
Has the firm completed more than 1200+ projects over the last 20 years for 500+ club and private equity clients? <i>Let CTP tell you about the assignments that went well and what they've learned from the assignments that have not gone as well. Two decades of history.</i>	?	✓
Does the firm have a team of industry professionals with experience in the club and resort space that collaborates on all projects as a team to help improve productivity and efficiency, constantly thinking outside the box? <i>The CTP approach is for all the consultants to collaborate on every search. You get all of us all the time, not a single "consultant" who works independently.</i>	?	✓
Does the firm review the needs of the club from both the board and staff perspective to develop an individualized and fully custom position description and candidate specifications? <i>CTP organizes a full kickoff day on the club/resort's property focused on learning the culture, business, team and needs to not simply write a compelling job description, but to be empowered to enlighten candidates on the opportunity.</i>	?	✓
Does the firm use number-one ranked recruiting ATS and CRM that a dedicated team (not a single person) updates daily with existing candidates, new candidates and details beyond the resume that must always be considered? <i>Each CTP team member spends hours each week providing color to every applicant that comes through the system.</i>	?	✓
Does the firm have a thorough client/club tested and proven successful candidate interview system including defined benchmarking of candidates to assist the search committee throughout the selection process? <i>Based upon 20+ years and over 1,200 assignments, CTP has a best practice, disciplined approach to candidate assessment.</i>	?	✓
Does your firm have an arsenal of solutions to deliver skill aptitudes testing including using the leading provider of behavior testing software and the global leader in personality assessments? <i>CTP deploys online personality, logic and skills testing along with several "old school" techniques that are tailored for the club's specific needs to determine fit, beyond the resume/interview.</i>	?	✓
Does the firm use a social intelligence platform that pioneered the industry and is now the gold standard for online background screening? <i>CTP uses several third party, fee-based platforms to help discover a potential candidate's social media, blogging and online presence.</i>	?	✓
How does the firm improve the probability of success when the placement is completed? <i>CTP creates customized onboarding plans and retreats that improve board and management alignment.</i>	?	✓
Are the search consultants experts in structuring compensation and bonus plans? Do they have industry experience with access to extensive industry trends, data points and local knowledge? <i>The CTP database contains thousands of compensation datapoints. CTP has constructed some of the most sophisticated comp plans in the industry. Several of the team members are certified in Performance Management from Cornell's ILR school.</i>	?	✓
Will the firm create a customized "hands off" policy regarding not recruiting existing employees? <i>CTP does not recruit talent when the guarantee expires. CTP is clear who the client is.</i>	?	✓
Can the firm overlay a customized survey to gain perspective to capture quantitative and qualitative data to make truly informed decisions? <i>CTP uses the most sophisticated survey platform that will capture insights and analyze data to gain perspective in a systematic and comprehensive manner.</i>	?	✓

Whether recruiting a senior level employee, evaluating an aspect of club operations, advising the board on governance, or strengthening your management team's effectiveness, Denehy Club Thinking Partners is fully dedicated and equipped to be your thinking partner. To learn more, contact CTP today! Connecticut | Wyoming | Florida | California | 203.319.8228 | [DenehyCTP.com](http://DenehyCTP.com)