

SCALE Case Study

Executive Search for CEO

Client Profile

Private Equity
Sponsor, owner of
multi-site/state
healthcare services
provider business

Services Deployed



Executive Search



SCALE has forged deep connections across their vast network of industry influencers. The care they take in building relationships creates powerful results for executive leaders and organizations alike.

CEO

Needs & objective for engagement

- + Confidential search for a new CEO to take over Q3 2023
- + Highly classified and sensitive position to be filled without disrupting day to day operations
- + Client engaged SCALE in a confidential conversation regarding concerns about existing CEO performance. SCALE developed and implemented a plan to begin a confidential search leading to the identification of a new leader.

Execution

Unique aspect of SCALE's execution approach:

- + **Confidentiality:** Maintaining complete confidentiality throughout the CEO search process was paramount. The company's need to replace the outgoing CEO has not been publicly (or privately) disclosed to avoid potential disruptions in the organization and the market.
- + **Healthcare Services Sector:** SCALE's healthcare expertise and vast network of talented leaders lead to sourcing candidates with deep knowledge of the industry, market trends and overall dynamics in the sector.
- + **Time Sensitivity:** The client expressed a swift timeline for placement in order to meet organizational goals and objectives sooner rather than later. The company aimed to minimize any leadership gaps and ensure a smooth CEO transition.
- + **Trust Based Relationship:** Due to the nature of relationship developed between the client and SCALE Healthcare, there was full confidence in being able to find the right individual for long term success of the platform

Timeline: 6 weeks

- + Candidate sourcing
- + Presentation of Candidates
- + Candidate interviews
- + Candidate validation
- + Client offer and acceptance
- + Candidate start

Strategic Consultation:

- + SCALE collaborated closely with the company's board and key stakeholders to understand the organization's culture, long-term vision, and specific leadership requirements. A CEO profile was created to guide the search process.



“My fellow board members and I appreciated how quickly SCALE engaged their network to identify qualified and interested CEO candidates, while maintaining strict confidentiality. SCALE continues to be a valuable and trusted partner with our firm and several of our healthcare services portfolio companies”

PE Sponsor

Discreet Talent Mapping:

- + To maintain confidentiality, SCALE conducted a discreet talent mapping exercise to identify potential candidates without revealing the company's identity. A comprehensive list of high-potential CEOs from relevant industry related companies was compiled.

Personalized Approach:

- + SCALE's executive leadership team developed a short list of individuals that fit the needs of the company from both a cultural and professional perspective. Presented top candidate to client.

Rigorous Assessment:

- + In close coordination with the company's board, SCALE designed an intensive assessment process, and in-depth interviews. Candidate evaluations focused on cultural fit, strategic vision, and leadership capabilities.

Confidential Interviews:

- + To maintain discretion, SCALE organized a series of remote interviews leading to in – person off-site meeting with key stakeholders and decision makers.
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Results

- + The CEO search successfully culminated in the appointment of an exceptionally talented candidate with a wealth of industry experience. The new CEO's visionary approach, deep understanding of the specific sector and proven track record for transformative growth was an ideal fit to move the company forward.
- + The seamless and confidential CEO search conducted by SCALE Healthcare enabled our client, a private equity-backed healthcare firm, to secure a transformative leader without any disruptions to its operations or market standing. The entire process from **start to finish was six weeks.**