





# RETAINED SEARCH: OUR PROVEN PROCESS

CCY Retained Search is punctuated by a consistent, collaborative feedback loop and measurable outcomes. These 4 stages act as the mileposts along the search journey: Align, Engage, Select, Retain.

	Stage	Activity	Outcome
<b>Align</b>		<ul style="list-style-type: none"> <li>Social &amp; Branding Profile</li> <li>Market Mapping</li> <li>Compensation Analysis</li> <li>Opportunity Profile</li> </ul>	<ul style="list-style-type: none"> <li>Mission Profile</li> <li>KPIs</li> <li>Timelines Set</li> <li>Interview Process Set</li> </ul>
<b>Engage</b>		<ul style="list-style-type: none"> <li>Research</li> <li>Targeted Outreach</li> <li>Candidate Screening</li> </ul>	<ul style="list-style-type: none"> <li>Candidates Presented to Client for Review</li> <li>Interviews</li> </ul>
<b>Select</b>		<ul style="list-style-type: none"> <li>Interviews</li> <li>Performance Evaluation</li> <li>Matching</li> <li>Offer Negotiation</li> </ul>	<ul style="list-style-type: none"> <li>Final Interviews</li> <li>Offer Acceptance</li> <li>Start Date</li> </ul>
<b>Retain</b>		<ul style="list-style-type: none"> <li>Onboarding</li> <li>30/60/90 KPIs</li> <li>Development Plan</li> </ul>	<ul style="list-style-type: none"> <li>Successful Placement</li> <li>Business Partnership</li> </ul>