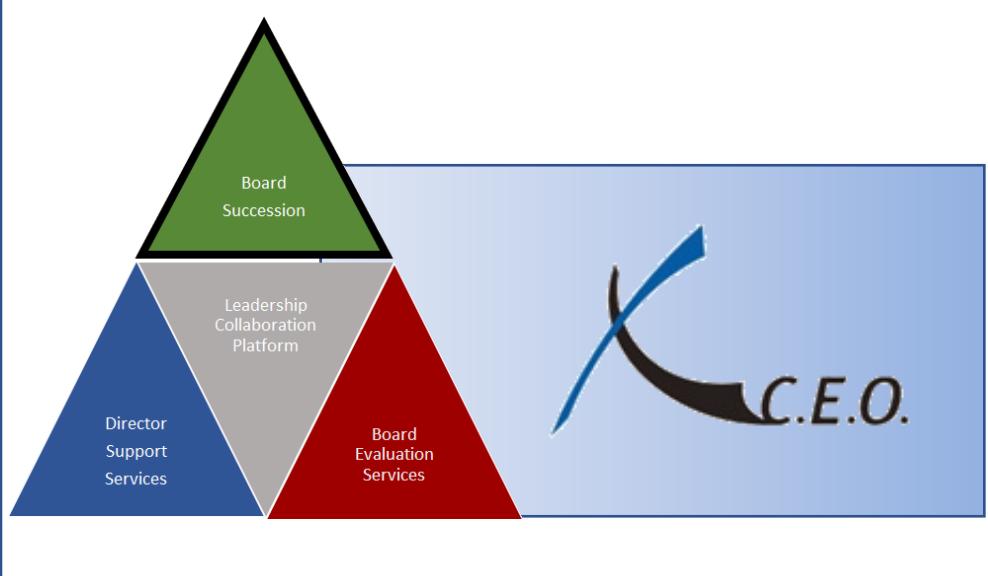




Board *nivel'*™

## Board Succession and Recruiting Services



# The XCEO Difference

Board *nivel'*, our board succession program, leverages leading edge tools and services to find directors who fulfill a specific inventory of director qualifications and meet appropriate stakeholder and regulatory requirements.

We offer a cost-efficient and highly effective recruiting process to source outstanding director candidates. At XCEO, we employ cutting edge methods for identifying, vetting, presenting and on-boarding new directors. Our value proposition employs highly effective methods and world class consulting at very reasonable rates. This is more than just recruiting; this is a *board partnership*.

Once a candidate has been selected, and subsequently elected to the Board, XCEO will support the newly appointed director during the next 12 months. Experienced directors, with more than 25 years of board service experience, will be available to provide insight and understanding regarding the most critical corporate governance issues facing boards and directors today.

We expect to be held accountable for the quality of the search process, as well as to the highest standards of ***professionalism, diligence*** and ***confidentiality***.

# About Us

We partner with boards and directors to fulfill a variety of governance needs, including individual director development, board succession and recruiting, boarding services, comprehensive performance assessments and a secure board portal. Founded in 2003, XCEO serves clients ranging from Silicon Valley start-ups to Fortune 500 companies.



Dr. Crawford is a known governance and leadership development expert and brings unparalleled expertise to any board search. His 30 years of experience in the boardroom will mean your board has extraordinary support when finding a director with the critical skills, experiences and attributes to enhance the overall effectiveness of the board.

Dr. Crawford is the author of *Corporate Rise: The X Principles of Extreme Personal Leadership*, *Compliance & Conviction: The Evolution of Enlightened Corporate Governance* and *Manager's Guide to Mentoring*.

# Board Succession

Our board succession process is tailored for each client with a core set of XCEO operating and consulting principles serving as the foundation. Our mission is simple: to provide our clients with the best prepared and qualified candidates. We seek high-achieving individuals who have a passion for personal leadership and a serious desire to serve shareholders.

Succession planning processes exist to guide the board of directors through the steps needed to ensure that the board identifies the best qualified candidates and then make sure that they are properly developed and positioned. Therefore, before developing a succession plan, the board first must develop and implement a comprehensive succession planning process.

Succession planning should be conducted in a methodical manner. Establishing the process along with clearly defined candidate specifications, based on current and targeted skills and experiences, are fundamental steps of thoughtful planning.

We offer a cost-effective recruiting process, employing cutting-edge methods and world-class consulting.

**Engineered by Leadership,  
Powered by *SCIENCE***

# XCEO Search Process

- We have access to a talented pool of diverse, highly-skilled, experienced and eager directors who could be a great addition to your board.
- We invest substantial time to ensure that we thoroughly understand the specific business needs and challenges facing the companies we serve.
- Utilizing a unique proprietary application, we will develop a strategy for the search process and present it to you to ensure thoroughness and shared expectations on search criteria and targets.
- We source and research an extensive list of qualified individuals to compile a group of prospects who meet or exceed your requirements.
- We provide a written summary of each prospect, including biographical data, detailed professional experience, and our assessment of each candidate's personal and professional qualifications.
- We interview the most qualified individuals who are interested in the board position and available to serve.
- Upon the final decision on potential candidates, we will act as a liaison to schedule meetings and board interviews, unless the client prefers to do this internally.
- We deliver a tailored on-boarding offering for the new director that complements your orientation plans.

# XCEO Methodology

## **BASEdn<sup>a</sup>**®

The Business Attributes, Skills and Experiences (BASEdn<sup>a</sup>®) Analysis is a unique and comprehensive resource to facilitate the assessment of the current and desired qualifications of the board in order to aid in the specification of the new candidate profile.

## **Search for Development**

A formal search will be conducted for a candidate based on the board's desired profile. We will identify exceptionally qualified individuals and then contact every candidate who would be an excellent addition to the board.

## **On-Boarding**

Once a director has been elected, we will work one-on-one with him or her to implement a 12-month long program highlighting critical boardroom issues so the candidate can more quickly, and effectively, contribute.

## **Continued Development**

A partnership with our team provides the opportunity for continued access to our unique and comprehensive resources, evaluations and consulting services as part of our Integrated Board Leadership Process.