



Redgrave

C-Suite Hiring:
*A practical guide to hiring
executive leaders*

Whether you're a founder scaling fast, an investor managing leadership transitions, a CEO driving strategic change, a CHRO shaping future-ready teams, or a family business leader planning succession, bringing in a C-suite leader is a big decision – one that can have lasting impact. This guide offers an experience-backed guide to navigating the executive search process with clarity and confidence.

Previously, in our insights on Partnering with an Executive Search firm to attract top talent, we shared high-level considerations for enhancing your search process. Here, we go deeper, addressing key questions to ask, and best practices that lead to successful C-suite appointments.

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01. Start with the future in mind

Hiring isn't just about replacing what was. It's about investing in the leadership you need next. Reframing your search as a strategic move – rather than a reactive one – aligns stakeholders on what success looks like beyond day one.

Ask yourself:

- What future challenges or opportunities will this leader help us solve or unlock?
- What does success look like in 12 months? In 3 years?
- Are we hiring to replace what we have lost or to help us become the business we aspire to be?

Recommendations:

- ✓ Define the strategic reasons for the hire
- ✓ Clarify the ROI expected from the appointment
- ✓ Align key stakeholders (Board, founders, investors, etc.) on the future goals



02. Set the stage to attract the right leader

High-calibre executives are evaluating you just as much as you're evaluating them. Attracting these leaders requires preparation, and a hiring experience that is strategic, structured, and compelling. This means highlighting why your organisation is the right place for them, while recognising that executives move for a variety of personal and professional reasons.

Ask yourself:

- What makes this leadership role a attractive?
- Are we consistently communicating our vision, ambition, and purpose?
- Are all stakeholders aligned in how they present the opportunity to potential candidates?

Recommendations:

- ✓ Be open about the challenges, and bold about the opportunity
- ✓ Ensure interviewers are prepped and aligned on the role's significance

03. Assess for the future

Hiring senior executives is not solely about a candidate's past achievements. It's also about identifying leaders with the agility to navigate future complexity and the ability to inspire. A well-designed assessment framework can help you evaluate candidates on their accomplishments, how they think, and, how they adapt.

Ask yourself:

- Can they make smart decisions in uncertain conditions?
- Do they think strategically and act with purpose?
- Will they build the team and culture we need for tomorrow?

Recommendations:

- ✓ Use scenario-based questions to test future thinking
- ✓ Include psychometric evaluations that provide objective insights beyond intuition

Redgrave's Executive **Assessments** explores leadership behaviours and their performance potential, helping to surface strengths and highlight areas for growth.

To learn how our assessments can maximise the effectiveness of your leadership team, contact our assessment expert, **Adrian Bassett**.





04. Create a candidate experience that reflects your business

Every interaction a potential hire has with your organisation is a reflection of your culture and ambition, from the pace and clarity of communication to the consistency and calibre of people they meet.

A poorly managed process can raise red flags about internal alignment or decision-making, while a well-executed candidate experience reinforces your credibility and commitment to attracting quality talent.

Ask yourself:

- Are we providing meaningful insight into our strategy, leadership style, and ways of working?
- Are we intentionally designing an experience that reflects what it feels like to lead here?

Recommendations:

- ✓ Keep communications timely, transparent, and thoughtful
- ✓ Involve the right people to showcase your culture and values
- ✓ Move at pace

05. Onboard with intention

Your work doesn't end with an accepted offer. A thoughtful onboarding plan helps new leaders connect quickly, build trust, and deliver impact. The first 90 days are critical, shaping how effectively they integrate with the business and align with its direction.

Ask yourself:

- How will we give them early access to the people, insights, and context?
- How will we help them understand and align with our culture, structure, and strategic priorities?
- Are we providing the resources, support, and clarity they need to succeed?

Recommendations:

- ✓ Provide structured support – such as executive coaching – to help your new leader hit the ground running
- ✓ Introduce an internal trusted advisor to help them navigate the business and align on priorities

Redgrave's **Executive Coaching Program** provides new leaders with tailored support to navigate their transition and deliver results from day one. Learn more [here](#).



Future-focused leadership

Hiring at this level shouldn't just be about getting it right for today. Every time you bring in a new C-suite leader, you send a message – to your team, your investors, your customers – about your company's future direction, strategic priorities, and long-term aspirations.

At Redgrave, we partner with Boards, investors, founders and families to support them with the strategic leadership decisions that help shape their success. If you're preparing for a leadership transition or building out your senior team with an eye on the future, contact **David Angel**.



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