

WE'RE EXECUTIVE SEARCH CONSULTANTS.  
WE DELIVER INSIDE INFORMATION.

IN OUR EXPERIENCE WITH  
EARLY-STAGE COMPANIES, THERE ARE

## 8 sure ways for you to close any search faster and easier

- 1 Narrow the search committee to 4 or 5 key decision-makers and keep it that small.
- 2 Make one key person the internal "champion" who stays focused on the search and makes it a top priority for the others.
- 3 Write a good spec and stick to it throughout the search. Ask yourself what 5 or 6 things you want the new exec to do in the first 12 to 18 months, and what that takes in talent and experience.
- 4 Engage quickly and seriously with candidates; it usually takes several meetings to get better candidates fully interested.
- 5 Stay super-close to the search firm; the more you work as a team, the more likely good candidates are to commit.
- 6 Keep board members, especially VCs, closely involved. Good VCs attract good candidates.
- 7 Think through exactly how to present the opportunity to the candidate and the candidate's spouse; a spouse who's positive, or at least neutral, can be critical to the candidate's decision to say yes.
- 8 If you honestly want the candidate to accept your offer, make an acceptable offer.

FOR 25 YEARS,  
WE'VE DELIVERED  
THE RIGHT TOP  
EXECUTIVES TO  
EARLY-STAGE  
CLIENTS LIKE  
THESE:

Force 10 Networks  
Gigabit Wireless  
Redback Networks  
Crossbow Technology  
Procket Networks  
Ten Square  
Luminous Networks  
Mahi Networks  
Cisco Systems  
Cobalt Networks

PARTNERS  
AND  
CONSULTANTS

Lee Schweichler  
Andy Price  
Claudia Bluhm  
Dave Mullarkey  
Tom Tucker

One step  
that can  
streamline  
all your  
searches:

Make the search firm an early partner ...  
in planning your company's  
growth. Think you won't  
need any new execs  
for months? That's the  
perfect time to lay out  
a hiring plan together.



**SCHWEICHLER ASSOCIATES**  
**SMALL FIRM. BIG RESULTS.**

We find the right top executives for early-stage companies in computer systems and software, networking and data communications, telecommunications and wireless, the Internet, and systems on a chip.

To see all our results, please call us at (415) 924-7200  
or visit our web site at [www.schweichler.com](http://www.schweichler.com).