

DEVELOPING A C-SUITE SELECTION FRAMEWORK



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When interviewing for C-suite positions, candidates often receive conflicting answers from leadership teams around organizational priorities.

We have found there is tremendous strategic value for executive leaders and boards to invest time in developing a formal C-suite talent selection framework to outline the key cultural, operational, and strategic factors that define the organization. Considerations include:

1 Defining "culture fit"

"Culture fit" is seen as a key component when identifying strong executive leaders, but can often be challenging to define. While some organizations invest substantial time to reinforce alignment on fundamental principles, others emphasize a list of behavioural checklists rather than a cohesive statement of cultural tenets. This can present challenges when determining candidate evaluation criteria at the C-suite level.

2 Establishing leadership consensus

C-suite candidates often receive inconsistent answers regarding organizational priorities, strategic direction, and culture. To ensure consistency across the executive team, we recommend establishing a leadership consensus and a defined 'point of view' around key business considerations, including culture fit, which can then be translated to candidates.

3 Universal factors that impact C-suite selection

These factors include considerations regarding strategy, operating models, decision-making, people leadership, and technology. Our [full report](#) features a sample C-suite talent selection framework that executive teams can leverage prior to conducting a formal leadership selection process.

Ultimately, C-suite selection frameworks are unique to each organization and provide executive teams with a structured process to establish consensus and define key criteria when evaluating leadership candidates.



FROM OUR NETWORK



C-suite selection in financial services requires a highly strategic approach. Having worked extensively with Michael Henry to build our executive leadership team at FSRA, I have seen the value of clearly defining a talent selection framework, and the positive impact this process has on attracting high-calibre candidates and building an effective team.



Mark White

Chief Executive Officer
Financial Services Regulatory
Authority of Ontario (FSRA)

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