



## A Rewarding Search is Both Human-Centered & Data-Driven

### *The Bryan Group Advantage*



#### **The Most Comprehensive Search Process on the Planet. Period.**

We bring state-of-the-art behavioral science to the art of search selection. *Find the perfect superintendent match candidate for your district through our data-driven, competency-based evaluation processes, and Guided Storytelling Interviews.*

#### **Customized, Transparent Pricing.**

Only pay for what you need with our Flat Fee Pricing. We tailor our search process to suit your distinct qualifications.

#### **Candidates are Pre-Approved for Excellence.**

The candidates we recommend are pre-evaluated for characteristics of top-performing superintendent leaders, and screened a second time to ensure they have the “right stuff” for your district.

#### **Prevent History from Repeating Itself.**

You know what you don't want, but do you know how to prevent it? Our research prevents you from hiring a leader with red flag “failure factors” that lead to poor leader performance.



#### **Enrich Your Leadership Knowledge.**

The search process is an insightful experience for the search committee as well. Your team will learn key leadership concepts and tools that can be applied beyond the search.

#### **A Responsive, Thorough, and Caring Search Partner.**

We partner with you to find the perfect match candidate and groom her or him for success.



### *Find a Leader That's Worth the Search*

Finding *any* superintendent candidate is easy—there are plenty of people campaigning for the position. But finding one with the right stuff like TITE Thinking® (**T**hink **I**nfluence, **T**hink **E**nergy) and remarkable past performance—well that requires a thorough, strategic process.

Find a leader that's a perfect match for your culture, your community, and your unique needs with a Public School Executive Search by The Bryan Group. Our data-driven, competency-based process of search strategy and execution is designed to qualify past performance *and* to look for those undeniable key leadership traits. Our process also accurately anticipates a candidate's potential for excelling in the available position.

# Streamline Your Organization for Success with *The Bryan Group*

The Bryan Group offers research-based and time-tested organization and leader capacity development services to include:

- Retained Executive Search for Public School Superintendents and Central Office Staff, and for Private, Charter, and Parochial School Heads of School
- School Board Development
- Leader Development and Executive Coaching
- Change Leadership
- High-Performing Team Development
- Performance Management - Project Management, Process Improvement, and Continuous Improvement
- Initiative and Program Effectiveness Mapping and Evaluation
- Organization Streamlining and Design
- Climate and Culture Assessment and Enhancement

## Custom Flat Fee

The Bryan Group works with you to identify the exact services you need and then produces a flat fee based on the effort required to deliver those services. The fee only increases if additional services are requested once the search starts. Our Flat Fee model is considerably less expensive than competitor Contingent Fee models. Flat Fee also prevents any conflict of interest during contract negotiations.



To learn more about our pricing structure and how The Bryan Group can tailor its services to your needs, contact [billbryan@tbgleaders.com](mailto:billbryan@tbgleaders.com)

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