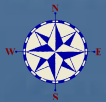


# Deal or No Deal: Making Executive Selection Work

ENET

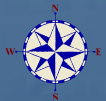
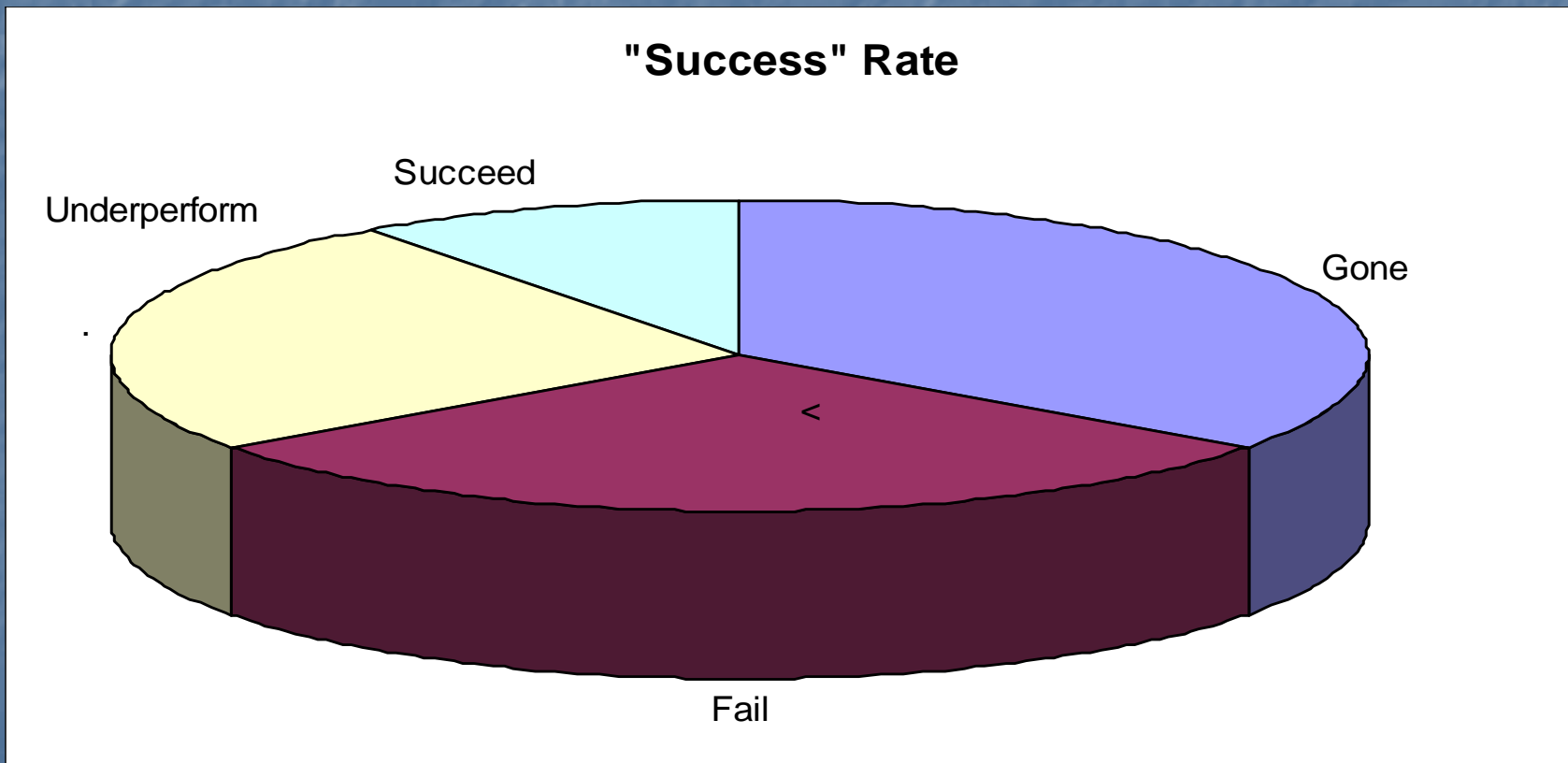
February 5, 2008

Elaine Crowley



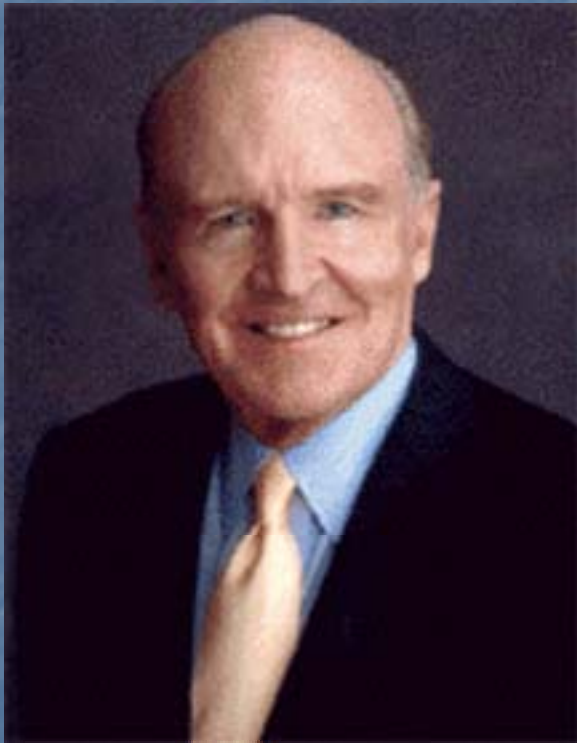
The Crowley Group  
Coaching and consulting

# Not so much...

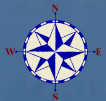


The Crowley Group  
Coaching and consulting

# Criteria

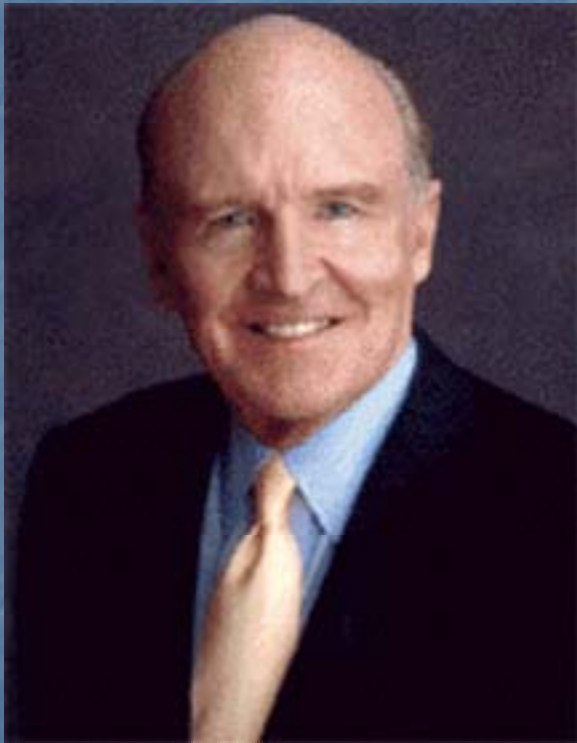


Financial  
Customer  
Operational  
Developmental



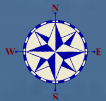
The Crowley Group  
*Coaching and consulting*

# Criteria



Financial  
Customer  
Operational  
Developmental

Fit



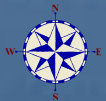
The Crowley Group  
*Coaching and consulting*



# Have you ever outsourced to Asia?

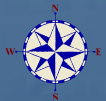
What was your role in...

- determining what would be outsourced?
- planning the strategy?
- identifying potential partners?
- negotiating the deal?
- overseeing the operation?



# Describe

- the biggest challenge you faced.
- how you dealt with resistance.
- the benefit to your firm.
- how benefit was measured.
- the effect on the rest of the firm.
- what you learned.
- what you would do differently next time.



# "Fit"

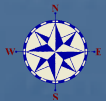
## Values

Describe a situation where you saw a conflict between your personal value system and the requests of your company.

How did you resolve this dilemma?

What were the ramifications of your action?

What would you change if you had it to do over again?





# “Fit”

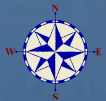
## Ethics

Describe a situation where a decision you made came close to crossing an ethical line.

What were the forces that moved you to that decision?

What was the result?

What could you have done differently to avoid the emergence of the ethical conflict?



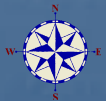


# “Fit”

Aware of  
own  
impact

Think about a time when you were  
having a personal crisis.

How did your differ before, during,  
and after the crisis had passed?



The Crowley Group  
*Coaching and consulting*

# "Fit"

## Self control

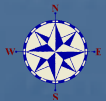
How can you tell when your stress level is rising?

What kinds of things cause it to happen?

How do you manage these behaviors as they occur?

What kinds of situations cause it to happen?

How do you mend your fences?



The Crowley Group  
*Coaching and consulting*

# “Fit”

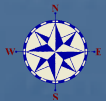
Social  
Impact

At the top, it's hard to keep up with currents in the company.

How do you keep up?

Describe a difficult decision you had to make.

Describe the steps you followed in making it.



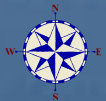
The Crowley Group  
*Coaching and consulting*



# “Fit”

## Social Skills

Tell me about a high potential executive you've worked with.  
Describe what you did to develop this talent?  
What happened to that person?  
How do you build your network?  
How do you maintain it?





# Our services

## Coaching

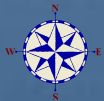
- Leadership & Management
- Communication & Influencing
- Career development & Transitions

## Consulting

- Meeting facilitation
- Change strategy & Implementation
- Strategic planning & Alignment
- Teams & Organizations  
Virtual & Traditional

[Elaine@TheCrowleyGroup.com](mailto:Elaine@TheCrowleyGroup.com)

617-471-1800



The Crowley Group  
*Coaching and consulting*