

Culture Profiles

Executive Culture Assessment

M&A Executive Search is considered *the* preminent executive search firm for manufacturing and aligned industries. Together with Monarch Leadership, M&A Executive Search provides a proprietary culture assessment to our clients that sets us apart from other firms.

We understand what it takes to ensure every candidate is right for the role, the team, and the culture. The culture assessment attributes to our firm's 95% success rate by ensuring each candidate successfully integrates into their new position. The assessment is used in our search process to identify an organization's current culture, and to measure whether select candidates will fit into the culture--no more gut feel when it comes to measuring culture fit.

Our executive culture assessment brings a scientific approach to answering whether a newly hired external executive will fit your culture and succeed. The result is a stronger team, greater collaboration, and greater performance from our candidates. Culture counts, and successful talent acquisition is vital to the long-term sustained success and growth of an organization. Success starts with the Monarch Leadership and M&A Executive Search culture assessment.

Culture Assessment Preview:

m&a EXECUTIVE SEARCH Leaders In Manufacturing & Aligned Industries

Organization: MA Executive Search

Organization Culture Profile: Action & Change-Focused

Thriving on action and not risk averse, these organizations embrace change and behave as if no problem is insurmountable with enough action.

- Air of immediacy
- Makes decisions using logic, analysis, and cause/effect reasoning
- Prefers a flexible, dynamic environment

PRACTICAL & ACTION ORIENTED	ACTION & CHANGE-FOCUSED	INTERPERSONAL AND VALUES-BASED	SUCCESS-DRIVEN & CAPABLE
Stable & Reliable	Fast-Paced & Customer-Centered (1)	Solid & Idealistic	Imaginative & Logical
Focused & Loyal	Flexible & Fun	Humanitarian & Values-based	Innovative & Confident
Traditional & Solid	Action Oriented & Loyal	Change Oriented & Optimistic (1)	Complex & Intellectual
Structured & Connected (1)	Fearless & Efficient	Imaginative & Entrepreneurial	Self-confident & Pragmatic

Culture Personality Type: Fast-Paced & Customer-Centered

Nothing is more important than taking care of the customer. Presents a great public image; warm and gregarious to employees and customers. Thrives on frantic pace. Extremely vulnerable during times of change.

Personality Spectrum

- Extroverted (High)
- Sensing (Medium)
- Objective (Medium)
- Structured (Low)
- Introverted (Low)
- Intuitive (High)
- Subjective (High)
- Flexible/Adaptive (High)

Strengths <ul style="list-style-type: none">Customer-centricThrives in the spotlight and enjoys a good public imageHarmonious working environment that draws the best from peopleCan find a quick fix for anythingResourceful and efficientSensitivity to subtle market signals and shifts	Work Environment <ul style="list-style-type: none">Highly collaborative; frequent meetingsSensitive to the well-being of othersFocused in the momentAction-oriented, hands-on - may feel frantic at timesMinimum of structure and office politicsWarm, friendly, and supportiveSpontaneous	Weaknesses <ul style="list-style-type: none">Difficulty in setting and keeping to prioritiesOver-reliance on imageMay confuse action with data-gatheringFeelings may overrule good business senseEasily distracted from the task at handTendency to overpromise and under-deliver
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Our firm's success rate is

95%

28% higher

than the industry standard average!

Assessment Benefits

- ✓ Customized report showing how to improve engagement, collaboration and performance.
- ✓ Increase retention and performance levels of new executives.
- ✓ A tool that strengthens your executive development efforts.