




CKG Search+
Tailored Solutions, Guaranteed Impact.

An aerial, high-angle photograph of a city harbor, likely Sydney, Australia. The image shows a large body of water with a prominent steel arch bridge spanning across it. In the foreground, the Sydney Opera House is visible on the left. The city's buildings and infrastructure are densely packed along the waterfront and on the surrounding land. The water is dark, and several boats are visible, leaving white wakes. The overall tone is dark and moody, with a focus on the architectural and urban landscape.

"We are living in an era of unprecedented challenges and opportunities, our clients need visionary leaders who embrace innovation, foster collaboration, develop high-performing teams and ultimately drive sustainable growth; it requires a holistic talent strategy.

CKG Search+ brings together our global talent networks, best-practice DE&I consultants, proprietary assessment tools, coaching and onboarding programs, AI-driven market intelligence and industry expertise, with customisation at its core.

We're setting a new benchmark for our industry."

Steven Nunn
CEO - CKG

We Are Engineering...

The future of executive search

We've created a new economy of executive search, one designed to guarantee impact and maximize ROI. At CKG we've set industry benchmarks since 2005, delivering a 96% placement rate, 98% stay rate and over \$210 million in value through strategic mergers & acquisitions.

Our industry-leading diversity practices have also ensured 48% of our executive placements are female, with a further 22% representing minorities, from Series A, professional service firms through to the Fortune 50 in the past 24 months. CKG Search+ is a customisable and unbundled service, further realizing our vision of being the most valuable Talent Partner globally.

96%

Placement Rate

98%

Stay Rate

\$210M

In M&A Value

48%

Female Placement Rate

"The opportunity to work with so many challenger brands, especially in this era of unprecedented opportunity, was the perfect next step for High Performance People."

James Burke

Commercial Director - HPP

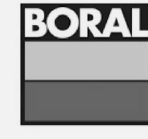
A Charter For Success

Why we walk the talk

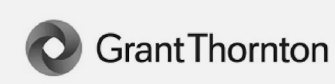
Our mission is to help mobilise, organise and realise the growth ambitions of our clients. It's why we acquired leading Australian growth consultancy High Performance People in 2023, to bring a deep understanding of the mindsets, strategy and capabilities needed to compete in today's New Economy.

We're not here to make up the numbers, we're here to change the talent game; by identifying, developing and placing a new generation of leaders, and delivering cutting-edge talent solutions that enable our clients to scale.

Our purpose revolves around our mission to fulfil people's hopes and dreams; we're inspired by giving disadvantaged communities the skills and support they need to fulfil their potential, and making Diversity, Equity and Inclusion the foundation of our business success.



*Brands we
have helped*



Hire For Growth



Align leadership to the bottom-line

In future-ready organizations, transformational leaders are weaving in the roles of Visionary, Architect, Coach and Catalyst. Our Growth Leadership Model analyses these 4 evolutionary shifts and beyond functional fit, contextualises critical success criteria through a series of science-based lenses.

When you're looking to transform, it's Visionaries who shape the purpose and goals that resonate throughout your organization and beyond; Architects create the space to reimagine future products and services.

As people become empowered, Coaches are your capability builders - of mindsets, knowledge and skills - while Catalysts remove your roadblocks, foster innovation and shape culture; a model underpinned by a pre-eminent McKinsey study of 5,000+ companies.

Mindsets and capabilities growth leaders share

Leaders who adopt the roles of Visionary,
Architect, Coach & Catalyst are

2.4x

more likely to outperform their peers.

80%

communicate growth successes often, internally and externally



"I have a growth story I tell all the time."



70%

grow their top line twice as fast as their peers



"I favour timely action over perfection."



80%

generate more shareholder value over 10 years



"I focus on long-term growth"



70%

make multiple long-term growth bets rather than just a few



"I am willing to fail"



97%

are more likely to achieve profitable above-peer growth



"I am customer and data-driven."



Accelerate KPI's + Goals

Through award-winning AOP coaches

Executive transitions are high-stakes events; industry-wide, over 40% of newly appointed CEOs and executives fail or underdeliver within 18 months. Our Accelerated Onboarding Programs (AOP's) ensure CEOs and executives overcome early-day challenges, establish strategic priorities and set performance standards for long-term success.

We have insight into how challenging these transitions are; CKG has made 1,700+ placements in many different contexts, and 9 out of 10 teams whose leaders completed a successful transition go on to surpass their 3-year performance goals.

Our AOP Coaches are award-winning and subject-matter experts in areas of innovation, diversity, DE&I, psychological wellness and developing high-performing teams.

"Growth leaders inject new energy and purpose into an organisation, and often implement a new strategy that can take 2-3 years to cascade through to the bottom-line; our AO Programs, ongoing support and guarantees underwrite that reality."

Steven Nunn

CEO - CKG

1,700+

Placements in different contexts

9/10

Leaders achieve 3-year goals

Benefits Of CKG Search+

Include a 3-year impact guarantee

A hallmark of traditional executive search firms is inflexibility around process, rigid fee models and a reliance on known local candidates. Our Client Partnership Agreements deliver flex, real-time transparency, up-to-the-minute market data, bespoke independent assessments and conclusively, the 14% of executives who qualify as Growth Leaders.

We've also ripped-up the rulebook on what being a Talent Partner means; with high-value hires, team moves and M&A's often leading to a change in business strategy, our Accelerated Onboarding Programs come with an Impact Guarantee to support and safeguard our clients' growth ambitions and goals.

Features:

- Industry-Leading Growth Leadership Model, Skill vs Experience Based
- White-Label DE&I, EI, Culture-Fit & Psychometric Assessment Tools
- 3-6 Month Accelerated Onboarding Programs, Bespoke For Every Hire
- Award-Winning AOP Coaches To Deliver Agreed Objectives & Goals
- Real-Time Access To Market Intelligence Data & Assignment Tracking
- Up To 3-Year Guarantee, Supporting Client MOB/OKR Methodologies
- Global Talent Mapping & Pipelining For Leadership Succession Planning
- Single Project Fee For Multiple Hires, Team Moves & Strategic M&A's
- Structured Fee Payments For Start-Up, V/C & P/E Portfolio Companies
- Signature HPP Programs & Workshops For Team & Business Growth

Benefits:

- Securing Top 14% Of Executives Who Qualify As Growth Leaders
- Aligning Leadership Around Best-Practice Strategy & Capabilities
- Maximizing ROI Of Hires & Achieving 3-Year Performance Goals
- Overcoming Political, Cultural & People Barriers To Retain Teams
- Accelerating Candidate Short-Listing Via AI & Predictive Analytics
- Driving Shared Accountability For Evaluation & Success Criteria
- Supporting Internal T&A With Real-Time Data & On-Demand Talent
- Delivering Value & Fast-Tracking Client KPI's & Growth Goals
- Enabling Rapid Business Model Validation & Pre-IPO Expansion
- Connecting Leader's Vision & Team Motivators To Deliver Strategy



Thank you

If you wish to explore a Client Partnership, feel free to reach out to us at enquiries.syd@ckgsearch.com.

We look forward to connecting with you and discussing the possibilities ahead.