

THE

28-DAY EXECUTIVE SEARCH PROCESS

From strategy to shortlist

THE ROADMAP

Four phases. One clear path to shortlist.

The leadership strategy is established before the search launches. The 28-day process converts that strategy into a precise search mandate, a mapped executive market, a rigorously evaluated candidate slate, and decision-ready finalists.

01 DAYS 1-4

SEARCH CALIBRATION

Translate the approved leadership strategy into an executable search: success scorecard, target market, evaluation criteria, compensation parameters, and outreach narrative.

02 DAYS 5-15

EXECUTIVE INTELLIGENCE

Map the relevant market, identify high-value targets, conduct confidential outreach, and qualify executives whose experience and leadership profile align with the mandate.

03 DAYS 16-24

LEADERSHIP ASSESSMENT

Build evidence beyond the résumé through structured interviews, career evidence, multidimensional assessment, references, and comparative calibration.

04 DAYS 25-28

SHORTLIST & DECISION SUPPORT

Present a curated shortlist with candidate briefs, assessment insights, market context, and a recommended interview path.

PHASE 01 | DAYS 1-4

Search Calibration

Turn the leadership strategy into a search that can be executed with precision.

By this point, the fundamental leadership need has been established. The first four days are therefore not a repeat of the Portfolio Talent Review. They are the point at which Tenüe converts the approved mandate into the operating architecture for the search.

What happens

- Confirm the executive mandate, business outcomes, and first-year success measures.
- Build the search scorecard: non-negotiable capabilities, leadership attributes, operating context, and evidence required to advance.
- Define the target-market architecture - relevant sectors, company profiles, ownership environments, scale, transformation experience, and competitor adjacencies.
- Calibrate title versus mandate. A CIO, CTO, or CISO title can conceal materially different scopes; we search for the work the executive has actually led.
- Align compensation parameters, location/travel expectations, reporting structure, and other factors that could affect candidate conversion.
- Develop the confidential market narrative used to engage senior executives.

Client outcome

A calibrated search blueprint that gives every subsequent research, outreach, and assessment decision a consistent standard.

PHASE 02 | DAYS 5-15

Executive Intelligence

Map the market. Engage the leaders who are not waiting for a recruiter to call.

This is the longest phase by design. High-caliber technology and security executives are frequently well-positioned, highly compensated, and not actively seeking a new role. Reaching them requires targeted intelligence, discretion, and a compelling reason to engage.

What happens

- Build the market map across priority companies and adjacent talent pools.
- Identify executives whose career evidence aligns with the mandate - not simply those carrying the expected title.
- Prioritize prospects based on scale, transformation record, operating environment, leadership scope, and relevance to the value-creation plan.
- Conduct confidential, direct outreach to passive executives.
- Qualify motivation, timing, compensation alignment, location constraints, and genuine interest before investing in deeper evaluation.
- Capture market intelligence that may sharpen the search - including title calibration, talent availability, compensation realities, and recurring candidate objections.

Client outcome

A qualified executive pipeline built from the relevant market rather than a stack of available résumés.

PHASE 03 | DAYS 16-24

Leadership Assessment

Evaluate the executive behind the experience.

A résumé can establish where an executive has worked and what they were responsible for. It cannot, by itself, show how that leader thinks, makes decisions, influences stakeholders, navigates pressure, or translates strategy into execution.

The Tenüe evidence stack

- Structured executive interview - testing the candidate's leadership narrative against the specific mandate.

- Career evidence - examining the scale, complexity, transformation, growth, security, or operating outcomes the executive has actually delivered.
- Multidimensional leadership assessment - behavioral style, critical thinking, executive judgment, and leadership capability.
- Investor-backed readiness - evaluating adaptability, accountability, commercial judgment, pace, and ability to operate within a value-creation environment.
- Executive references and validation - used to deepen or challenge the emerging assessment where appropriate.
- Comparative calibration - assessing candidates against the same success criteria so the shortlist reflects evidence, not résumé prestige.

Client outcome

A smaller field of executives supported by a more complete body of evidence about how each candidate is likely to lead and execute.

PHASE 04 | DAYS 25-28

Shortlist & Decision Support

Move from candidate activity to decision clarity.

Tenüe does not treat shortlist delivery as a résumé handoff. By Day 28, the objective is to give the client a concise, decision-ready view of the executives who best match the mandate - including the evidence, tradeoffs, and market context behind each recommendation.

What you receive

- A curated shortlist of highly qualified executives.
- Candidate briefs summarizing relevant career evidence, mandate fit, leadership observations, motivation, and compensation alignment.
- Integrated leadership-assessment insights and areas for deeper client diligence.
- Comparative observations that clarify meaningful differences among finalists.
- Market intelligence gathered during the search, including any implications for role design, compensation, or candidate conversion.
- A recommended interview strategy focused on the issues that matter most to the hiring decision.

Client outcome

A shortlist built to support a confident decision - not simply to demonstrate search activity.

BEYOND DAY 28

The shortlist is a milestone - not the end of the engagement.

The 28-day commitment defines the target for shortlist delivery. Executive hiring continues beyond that milestone, and Tenüe remains actively engaged as the client moves from shortlist to selection.

Continued support

- Client interview planning and finalist sequencing.
- Ongoing candidate engagement and feedback management.
- Additional diligence and references as the field narrows.
- Compensation and offer alignment, including equity or Management Incentive Pool considerations when relevant.
- Candidate close, resignation-period support, and transition communication.
- Onboarding alignment to help the selected executive enter with clarity around mandate, stakeholders, and early priorities.

FROM STRATEGY TO SHORTLIST.

For PE-backed companies, leadership decisions carry directly into the value-creation plan. Tenüe combines technology and security leadership experience, confidential market intelligence, and rigorous assessment to help investors and portfolio leaders make those decisions with greater clarity.

Schedule a Portfolio Talent Review | tenue.io/private-equity-practice

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TENÜE | 28-DAY EXECUTIVE SEARCH

PRIVATE EQUITY EXECUTIVE SEARCH

THE 28-DAY

EXECUTIVE SEARCH PROCESS

FROM STRATEGY TO SHORTLIST

A disciplined, senior-led process for identifying, engaging, evaluating, and presenting technology and security executives for PE-backed growth.

Designed for private equity Operating Partners, portfolio-company CEOs, boards, and talent leaders who need executive-search rigor without unnecessary delay.

WHY 28 DAYS

Speed where it matters. Rigor where it counts.

Executive search should move with the urgency of the investment - but speed is only useful when it produces better decisions.

Tenüe's 28-Day Executive Search Process is designed around a specific milestone: a thoroughly vetted executive shortlist. The timeline removes avoidable delay while preserving the work that should not be compressed: market intelligence, discreet executive engagement, structured evaluation, and comparative calibration.

The hardest part of a senior-level search is rarely scheduling interviews. It is finding the executives who are not actively looking, earning their attention, determining whether their experience truly matches the mandate, and creating enough evidence for the client to make a confident decision.

THE MILESTONE

A calibrated, fully evaluated executive shortlist in approximately 28 days.

THE PRINCIPLE

Compress administrative delay - not leadership diligence.