## The HR Executive CHECKLIST

Answer the following questions to help you define your ideal HR Executive



## **DEFINE YOUR BUSINESS**

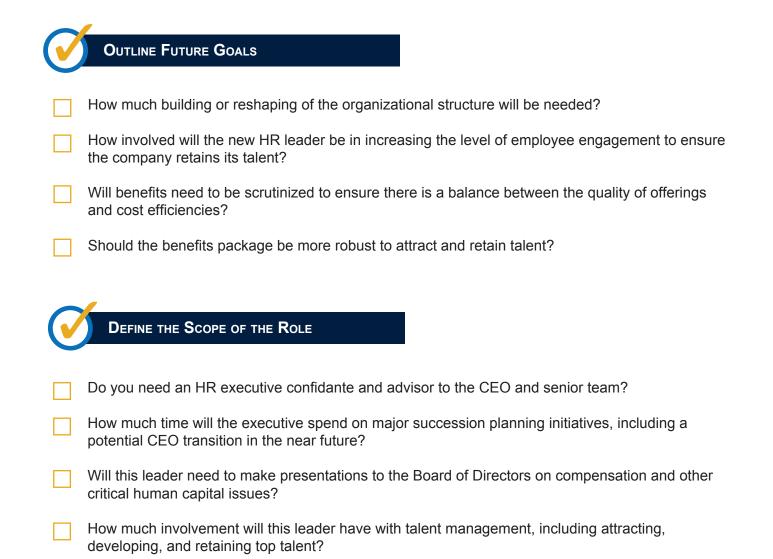
- Is your company global or domestic?
- Are your goals growth-oriented, contracting, or holding steady?
- Is your organization publicly or privately held?
- Do you have any transformative goals in the short or long term?
- Are there any talent gaps, upcoming retirements, or other organizational shifts that may impact your talent strategy in the near future?



## OUTLINE CURRENT CHALLENGES

- Will the leader need experience in evaluating potential mergers and acquisitions?
- Do they need to be engaged in integrating new businesses?
- Does your company struggle with retaining employees and engagement?
- Who supports employee engagement now?
- Is there resistance or lack of support from other executive team members around increasing employee engagement?
- Does your organization struggle to attract and retain diverse talent?
  - Will this person inherit a seasoned team, or must they identify new team members and develop employees?





Check out more helpful resources: ssgsearch.com/resources



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Sally brings more than two decades of experience as an executive search consultant. She has worked across diverse industries including life sciences and pharmaceutical, healthcare systems, manufacturing, telecommunications, non-profit and professional services. Sally also serves as Practice Leader for the firm's Human Resources Specialty Practice. See full bio.

