



KIDDY &
PARTNERS

Executive Hiring: A Strategic Investment with Exponential Returns



Building a strong
company starts with
a strong foundation
of talent and culture.

Steve Jobs, former CEO &
co-founder of Apple



**In today's volatile, complex, and fast-paced business environment,
selecting the right executive talent is not just a hiring decision –
it's a strategic imperative.**

A mis-hire at the executive level can cost an organisation up to 2.5 times the individual's annual salary. But the financial impact is only part of the story. Indirect consequences include disruption to strategic initiatives, erosion of confidence within the leadership team, diminished employee engagement, and delays in decision-making.

Conversely, the right executive hire can deliver exponential value. High performers are shown to be 400–800% more productive than their average counterparts. Research also shows that incorporating psychometric assessment into the hiring process can reduce new hire turnover by 20-30%.

Why use Kiddy & Partners for Executive Selection?



With organisations facing budgetary constraints and increased uncertainty, many are choosing to move their recruitment processes in-house.

However, whilst online platforms and intelligence can help to source candidate pools, ensuring that the selection process remains objective, robust and specific to context of the target role remains as critical as ever.

At Kiddy & Partners we regularly provide the following services:

1

Future Focused Assessments... Our Executive Assessment service empowers organisations to identify and select the leaders who will shape their future. Grounded in rigorous research and validated across industries, our robust Future of Leadership framework enables us to pinpoint individuals with the capability to thrive in today's complex, fast-changing, and ambiguous environment.

2

Data-Driven Benchmarking... Our assessment methodology is built on a solid foundation of data, meticulously gathered and analysed over more than a decade of working across diverse sectors and leadership levels. With access to our extensive database, we are uniquely positioned to deliver true benchmarking that goes beyond surface-level comparisons, enabling more informed and confident decision-making.

3

Deep Psychological Expertise... Our team of experienced business psychologists bring decades of expertise in assessing senior leaders across global and multicultural contexts. We combine deep psychological insight with rigorous data to go beyond performance and technical expertise – assessing leadership capability, potential, and cultural fit.



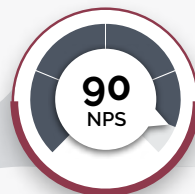
50

Year reputation upon specializing in senior level to executive leadership assessment for selection and development



55

Countries delivered in between 2016- 2023



90

A recent evaluation with an existing client (a global industry leader) returned an NPS of 90



1000's

of assessments delivered annually

Our Assessment Package typically includes:



Organisational and Line Manager Briefing



Assessment (including psychometrics, in-depth interview)



Debrief with Internal Stakeholders



Assessment Report



Feedback and Onboarding Action Plans

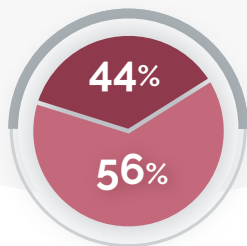


Examples of organisations we have supported:



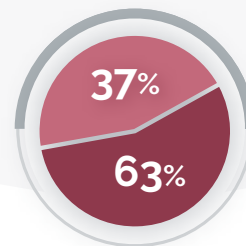
Impact we created with our clients:

Based on over 200 assessments conducted at Exco and Exco Level-1:



How strong a predictor of executives' behaviour were the Kiddy assessments?

56% Good; 44% Excellent



Have Kiddy's assessments added significant value to your business?

37% Strongly agree, 63% Agree



Testimonials from clients:

"They get our business & feel like a real strategic partner."

"A great programme to assess and develop senior executives using proven tools and experienced consultants."