

time
to grow

Mission Critical Search

When your business is ready to grow globally, choosing the right **leadership** and **expertise** is a challenge.

It means finding talent that represents your culture, lives and breathes your purpose, and has the skills to support your strategy. It means finding a team you can count on for results - with track records and learning agility that have been thoroughly screened by our Time To Grow Global specialists.

A flexible, bespoke solution for internationally expanding companies and entrepreneurs of all sizes, our Mission Critical Search provides the guidance, market intelligence, and industry connections you need to grow - at any stage along your journey.

Depending on your needs, our top global strategy and talent experts will help you:

- Craft your expansion strategy, with our local connections, market knowledge, and insider experience
- Build strategic leads in foreign markets, using personal professional connections
- Staff and coach a strategic executive team for your chosen market(s), and
- Design and establish the leadership team that will take you forward, with structures, processes, and skillsets your organization requires to grow in a new environment

Through in-depth mutual understanding and close collaboration, we help you identify your ideal destination, connections, and opportunities so you can lay solid, fast-growing roots in a new global location.

Solution Details

Who is it for?

Our Mission Critical Search has helped publicly traded private equity firms and fledgling startups with strategic planning and talent sourcing for:

- First-time overseas expansion into new, foreign markets
- Establishing subsidiaries within a market development strategy, and
- Entirely new ventures starting out for the very first time in an unfamiliar market
- Building capabilities to offer new products or services

Our Unique Approach

With our experience building talent pipelines for rare global talent for hiring over time, we offer you a talent partnership.

Most clients add on services as opportunities are realized and key objectives are met. They can involve:

- Insider and research-based market insights for first-time entry into new markets, e.g. APAC, MENA, Europe, Oceania, and the Americas
- Cultural transformations for globally-expanding companies in a new locale
- Executive talent sourcing for newly established corporate entities abroad

- Recruiting niche-specific or specialized teams in offshore locations
- Specific lead and network building for executive talent search, and
- Organizational design and HR tooling for strategic leadership teams
- Supporting the onboarding of your carefully selected talent to drive engagement and rapidly accelerate your ROI

We will:

- Work closely with you to analyze and clarify your business development strategy, isolating and highlighting your key strengths, opportunities, and challenges
- Bring key insider experience from different local markets to the table, to inform your business development
- Help you understand and craft the ideal culture for your business overseas, based on your organization and the precise market you are entering
- Help you establish the right connections in your new market with our extensive global, professional network
- Find you the right executive talent to lead your company forward, including optional coaching, and
- Design and tool the leadership or management team your business requires for the growth you want.

We will team up with you using:

- Zoom® online collaboration software or the software of your choice
- Local talent project partnership, delivering your Mission Critical Search at any remote location.

Playing Field and Scope

The duration and scope of your Mission Critical Search will depend on your unique agenda. It can vary from simple talent search to holistic packages that take you from zero to a fully staffed, global executive team that matches your desired culture, structure, and design.

A Mission Critical Search has a placement fee as a % of an annual base salary. This includes full reference checks, social media deep dive, and psychological assessment. We offer optional mentoring during the onboarding period.

Contact us for a consultation.

Ready to team up?

Contact us for a consultation and get your Mission Critical Search set up.

LETS GET YOUR CUSTOM SOLUTION SET UP

** This button will take you to the contact form on our website*

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