

Case Stories

Aiding a new relatively new Chair and new Board determine the real suitability of candidates for the role of principal.

EXECUTIVE SELECTION

Situation

Dalmau Consulting was approached by the Chairperson of a large and wealthy private girls' school in Perth to assist her in the selection of a new College Principal. She had hired a search firm to assist in the selection of the new Principal and asked us to evaluate the final two candidates for consideration. This is a very common practice where the chance of a mis-selection can have wide ramifications.

Challenge

The challenge lay in the fact that the Chair, Deputy Chair and most of the Board were relatively new. School parents represented some of the wealthiest families in Australia who thought very highly of the previous principal.

The previous principal had left abruptly after a short tenure, but whilst in the role had triggered an extraordinarily high turnover among teaching staff and had alienated many of the Board members, old and new.

None of this was known widely among the parent body nor was the high level of corporate debt she had incurred during her short tenure.

Our Approach

Dalmau Consulting partnered with the Chair and Board for an assessment of the final two candidates

- > Had clarification meetings with the Chair and one other Board member, both face to face and online.
- > Interviewed the two final candidates face to face.
- > Arranged for a deep psychological assessment of each.
- > Met again with each of the candidates and prepared a comparative evaluation of both.
- > Engaged the Chair and Board in conversations that led them to make a choice.
- > Engaged both candidates in follow-up conversations.
- > Provided coaching to the unsuccessful candidate in the time since and guidance to the Chair throughout the whole process.

Outcomes

In the 2 years since this task was completed reports indicate the successful candidate settled well into her role, has developed credibility with the Board and the parent body and was enjoying her position.