



5TH ELEMENT IMPACT CONSULTANCY

5th Element Group PBC is an Impact Consultancy for your whole company. You're invited to read our purpose and philosophy on executive search: www.5thelement.group/human-element

5th Element's strategy is based on five points of service differentiation:

- (1) **We commit to representing our clients as *Leaders Who Care***[®] about both economic as well as social impact, understanding the value of attracting and retaining the very best talent as intrinsically connected to their own organizational role in making the world better.
- (2) **We have a core focus on "*Right Fit, Culture Add*"** as part of each search for a diversity of race, gender, expertise and mindset that supports inclusion and creates optimal management and Board performance. We highlight differentiating core competencies and experiences in both business and in life.
- (3) **We build *Trust with candidates and sources*** as retained search partners, giving them confidence in our client's commitment to attract the best-skilled and best-aligned talent. This culture of confidentiality creates a positive experience for all candidates and a higher likelihood for acceptance of an offer by the selected individual.
- (4) **We leverage our *Community***, which Forbes called "*an outstanding global braintrust network*," offering a unique advantage of depth in expertise and diversity on each search team as well as first-level relationships that importantly then lead to warm recommendations.
- (5) **We utilize *Innovative Processes***. We provide a visualization exercise for selected final candidates to ensure the best possible final decision for all. Our process -- which can include conversations with spouse/partner as well as a unique approach to understanding family goals, interests, and special situations -- helps to shape all aspects of our engagement from initial offers to counteroffers and a clarity of expectations.

We extend our research and sourcing beyond the companies, schools and geographies on which most firms rely, that result only in the most available and "same type" candidates that populate every search firm's database. We know and identify global, national and local networks plus organizations and individuals who can recommend and connect us with both undiscovered and under-represented individuals.