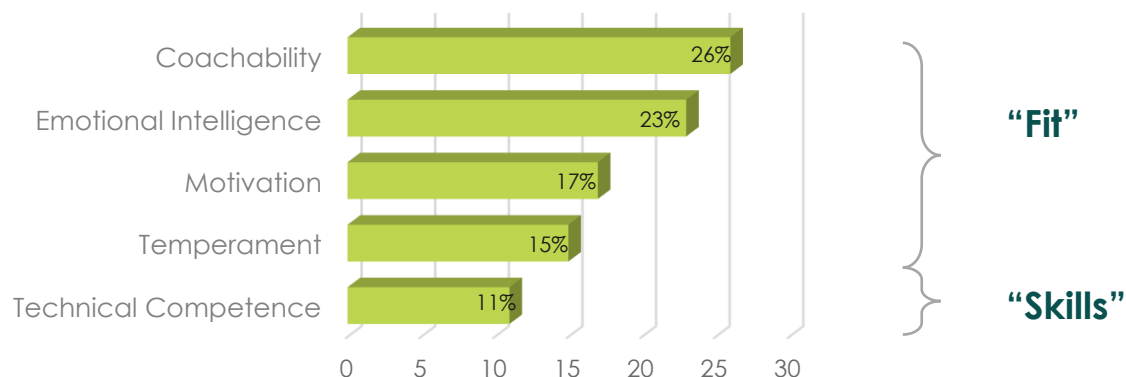# Godliman

Securing Best-Fit Hires in Asset Management

Our Best-Fit Search process

Godliman

Successful hiring is not easy…

Most Search firms evaluate candidates based on the traditional metrics of skills and experience.

However, independent research* shows that 46% of new hires fail within 18 months.

More than 80% of those failures relate to coachability, emotional intelligence, motivation and temperament – all factors aligned to 'Fit'.

Only 11% of new hire fails are due to technical competence.

The Search Paradox

Experience and capabilities are critical, but it is 'Lack of Fit' between the candidate's behaviours and personal style, and the organisational culture that influences long-term success.

The Search Paradox

Despite the importance of getting 'Fit' right when making a hire, most search companies spend the majority of their time assessing skills capability and experience, but little time assessing 'Fit'. We call this The Search Paradox.

At Godliman we understand that the crucial factor in ensuring new hire success is the 'Fit' between client culture and candidate style, values and motivations.

The Solution:

Our proprietary Best-Fit Search™ process uniquely evaluates candidate 'Fit' with the hiring company as well as the skills and experience necessary for the role. As a result the longevity and success in role of our hires is significantly above the industry norm.

Best-Fit Assessment

Best-Fit Research

Best-Fit On-Boarding

Our successful track record over the last 17 years is a result of our focus on finding not only the most technically capable candidate, but someone who fits the client culture.

How Best-Fit Search™ works

We have designed a proprietary Best-Fit Search™ process which gives you the best possible opportunity to hire the best-suited candidate for your role and organisation.

Best-Fit Research

We start with a 'whole-market map'. This means we aim to reveal all team members, across all levels of seniority, as well as mapping team structures for all target houses. We screen candidates based on quantitative criteria, including functional skillset and track record, to create a comprehensive 'target list' for clients.

Best-Fit Assessment

We then select candidates based on qualitative criteria. This starts with an evaluation of your company's culture and values, to identify the personal styles that succeed there. We assess candidates' personality and behaviours, as well as aptitudes, bringing you the candidates whose personal values, style and motivations closely match your 'Best-Fit' profile.

Best-Fit On-Boarding

We provide a 'Fit-Risk' assessment for all hired candidates, to guide hiring managers on how to minimise performance risk as new hires are integrated and support new hires to transition smoothly and to achieve a 'Best-Fit' integration.

Godliman

The Evidence

But… does our 'Best-Fit Search' approach actually deliver better results for our Clients?

We are pleased to say that it does:

79%

of candidates hired remain with the same company up to 10 years later

51%

of all hires since 2003 (start of our business) are still with the same company

Average tenure of all our candidates placed in the last 20 years is

6 years

Our two longest-serving candidates are still in position

18 years on

We deliver the right candidate, first time, for the long term.

What our Clients Say

> "
> We have occasionally tried working with other headhunters but have kept returning to Godliman.
>
> **FTSE 100 Global Asset Manager**

> "
> They are better able to identify candidates with the fit that we are looking for using their excellent research process.
>
> **S&P 500 Global Asset Manager**

> "
> Rupert was instrumental in helping us understand the talent we had in-house: the gaps we had in skills to meet our strategic goals, and the landscape for talent externally. His approach was truly consultative: he never pressured us to take a candidate to complete a search and always kept culture and fit at the forefront of his mind. Rupert was an indispensable partner and helped us grow our business more than 5x during a decade of engagement with our team. My only hesitation in recommending him is I don't want him working for the competition.
>
> **FTSE 100 Global Asset Manager**

> "
> All their placements are excellent additions to our team and are thriving.
>
> **Top 10 UK Pension Fund**

> "
> …it has been important to work with a firm that recognises how critical it is for us to find people, regardless of the highest technical or personal skills, that will fit with that culture and how we operate. Godliman does just that.
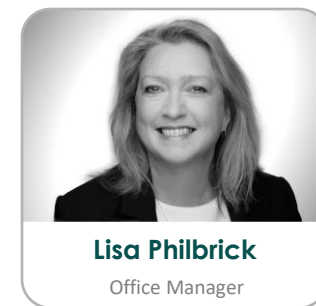>
> **FTSE 100 Global Asset Manager**

Our Consulting Team

Rupert Reed and Sarah Rogerson founded the Godliman brand in 2003. Our focus on continual improvement means the firm has evolved over time but, throughout, we have been specialists in the Asset Management sector.

Godliman is committed to doing the best work in the industry and delivering the right candidate, first time, for the long-term.

This requires a high-touch, high-experience business model, so our team of Consultants are highly knowledgeable industry experts, ranging from 13 to 26 years' Asset Management Search experience.

Rupert Reed
Managing Director

Sarah Rogerson
Director

Deb Pridemore
Associate Consultant

Alice Harris
Associate Consultant

Hannah Evans
Associate Consultant

Lisa Philbrick
Office Manager

Godliman Partners Ltd

50 Liverpool Street

London EC2M 7PY

T: +44 (0)20 7183 8860

E: info@godliman.com

W: Godliman.com

/godliman

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