

Founding Partner Cohort

A private cohort for executive search firms
establishing communication evidence inside their
shortlisting and CEO recommendation work.

Shortlists are credentialled. Communication is inferred.

Executive search delivers shortlists that are credentialled, referenced, and interviewed. The communication layer underneath those decisions is rarely measured directly.

Boards see performance under prepared conditions. They infer composure, credibility, and influence from short windows of contact. When a CEO appointment falters in its first eighteen months, the failure mode is almost always communication — not capability that was visible at offer.

Recruiters carry the reputational risk for a recommendation that the available instruments cannot fully defend.

WHAT IS MISSING

A structured, observable view of how a candidate establishes credibility, holds composure under scrutiny, and adapts across stakeholder contexts — produced consistently across every candidate on a shortlist.

An evidence layer for communication.

Silk Clarity is a communication intelligence layer designed to sit alongside the instruments executive search already uses.

Each candidate completes a structured assessment that produces observable evidence across six dimensions: Clarity, Credibility, Integrity, Composure, Influence, and Adaptability.

Output is a calibrated profile per candidate and a side-by-side comparison across a shortlist — defensible evidence that supports the recommendation a recruiter is already making.

Brief, assess, score, compare, recommend.

01 Brief

Recruiter submits the role brief and the candidates to be assessed.

02 Assess

Each candidate completes a structured assessment, calibrated to the role context.

03 Score

Communication behaviour is scored against the six-dimension framework.

04 Compare

Recruiter receives individual profiles plus a side-by-side shortlist comparison.

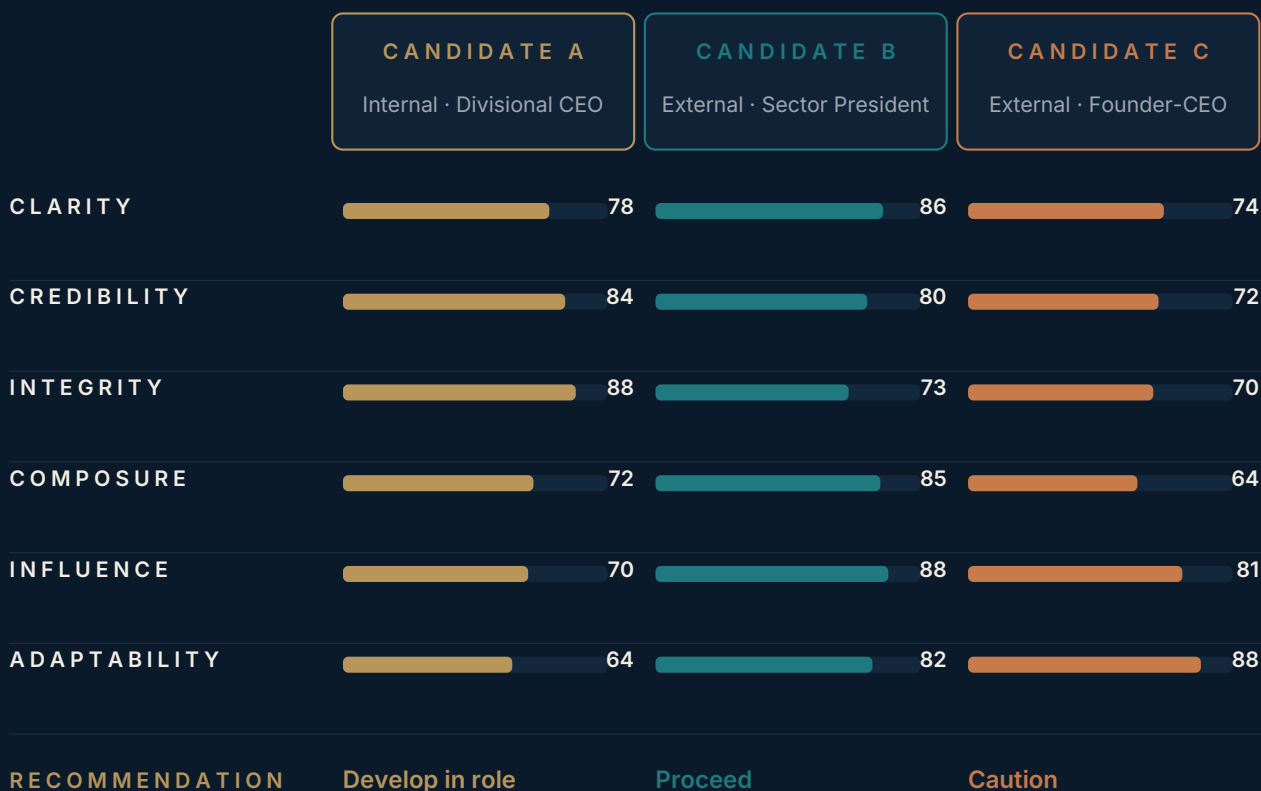
05 Recommend

Evidence is used to support the recruiter's recommendation to the client.

A shortlist of three. Measured on the same axis.

A worked example. Three candidates assessed for the same Group CEO mandate, scored across the six communication dimensions on a 0–100 scale.

Role: Group Chief Executive · Listed industrials parent · Activist investor on register



How the evidence shapes the recommendation.

The scorecard is not a verdict. It surfaces patterns that interview cycles tend to miss and gives the recruiter a defensible structure for the client conversation.

CANDIDATE A — INTERNAL

Proceed with development.

Strongest on integrity and credibility — the internal record speaks for itself. Adaptability and influence sit below the threshold the activist context will demand. Recommendation supports an offer paired with a structured communication programme in the first ninety days.

CANDIDATE B — EXTERNAL PRESIDENT

Proceed.

Highest composite. Clarity, composure, and influence all clear the senior listed threshold. Integrity score is the lowest of the three — not a flag, but a signal to weight reference work toward consistency between stated position and observed behaviour over time.

CANDIDATE C — FOUNDER-CEO

Proceed with caution.

Exceptional adaptability and influence. Composure under sustained hostile scrutiny is the open question — the founder context has not tested it the way an activist register will. Recommendation surfaces this risk rather than burying it inside an interview impression.

Duration, candidates, activities.

A practical structure designed to validate the methodology inside live recruiter mandates.

DURATION

6–12 months

Sufficient to assess across multiple live mandates and refine scoring against client outcomes.

CANDIDATES

Real shortlists from active mandates

Each partner firm runs candidates from live searches through the assessment, with consent and confidentiality protected.

ACTIVITIES

Assessment, comparison, review

Per-candidate evidence, shortlist comparisons, and structured review sessions to refine the methodology.

What founding partners receive.

PLATFORM ACCESS

Full access to the Silk Clarity assessment platform for every candidate across the cohort window.

CANDIDATE EVIDENCE

Structured communication profiles and side-by-side shortlist comparisons for every assessed candidate.

FOUNDING RATE

Founding-partner economics held for the duration of the cohort, with priority on future capacity.

METHODOLOGY VOICE

Direct access to the team shaping the framework and a documented input track on scoring refinements.

How to apply.

Founding partner places are limited and allocated on a rolling basis as suitable firms are identified.

To register interest, contact Silk Clarity directly with a brief outline of the firm, the practice area, and the type of mandates the assessment would support.

We will respond with next steps: a short discovery conversation, sample evidence from existing cohorts, and the proposed cohort terms.

CONTACT

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