

EXECUTIVE SEARCH

We find the leaders who *change your growth trajectory.*

Our **Perform IQ ScorecardSM** sets a new standard for predicting how executives adapt, learn and deliver in the next era.



Design your A-Team.

- We map the five predictors of future performance.
- We identify skill and capability gaps across key roles.
- We design the Scorecards hires are measured against.



Find your A-Players.

- We research the top performers not looking to move.
- We tap into our global networks built over 20 years.
- We longlist in 48 hours, including in adjacent markets.



Hire for the AI Age.

- We evaluate the five capabilities that predict success.
- We factor in the role's requirements for AI-readiness.
- We partner with hires post-placement to drive impact.

98% 12-month stay

4 weeks to shortlist

40%+ less in fees

12-month guarantee

01 • THE TENSION

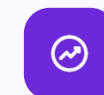
Search hasn't changed in 30 years. *The companies have.*

The roles, the risks and the capabilities that predict success have all changed. The way leaders get hired hasn't.



How search has always worked.

- A process starts with a network of people the partner already knows.
- A researcher undertakes additional leg work to round out the longlist.
- A resume and behavioural interview are used as a proxy for suitability.
- A search is hamstrung by a lack of data on a company's growth levers.
- A firm is paid for the placement, not for the impact the leader makes.
- A quarterly review focuses on the value of receipts, not value added.



How we've reshaped it.

- A process starts with what the hire has to deliver, by when. Not with who we know.
- A research engine builds the longlist in 48 hours, qualified by a deeper investigation.
- A **Perform IQ ScorecardSM** predicts executive success in fast-changing environments.
- A search maps your competitor landscape, so you can see where today's talent sits.
- A fee is paid in instalments, backed a 12-month guarantee that underpins core KPIs.
- A quarterly review focuses on the hire's impact, and where we can add more value.

Our difference isn't who we know. It's what we can predict.

02 · THE SEATS

A leadership team is a system. *We build it like one.*

Technical expertise is easy to assess; whether an executive can work across divisions and break down silos isn't.



Office of the CEO

CEO
COO
Managing Director
Chief of Staff



Growth & Marketing

CMO
Chief Growth Officer
VP Marketing
Head of Brand



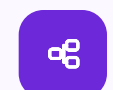
Revenue & Commercial

CRO
Chief Commercial Officer
VP Sales
Head of Partnerships



Product & Engineering

CTO
CPO / CPTO
CIO
VP Engineering



Data & AI

Chief Data Officer
CISO
Head of Data
Head of ML / MLOps



Finance & Capital

CFO
VP Finance
Financial Controller
Head of FP&A



People & Operations

Chief People Officer
VP People
Head of Talent
Head of Operations



Legal, Risk & Trust

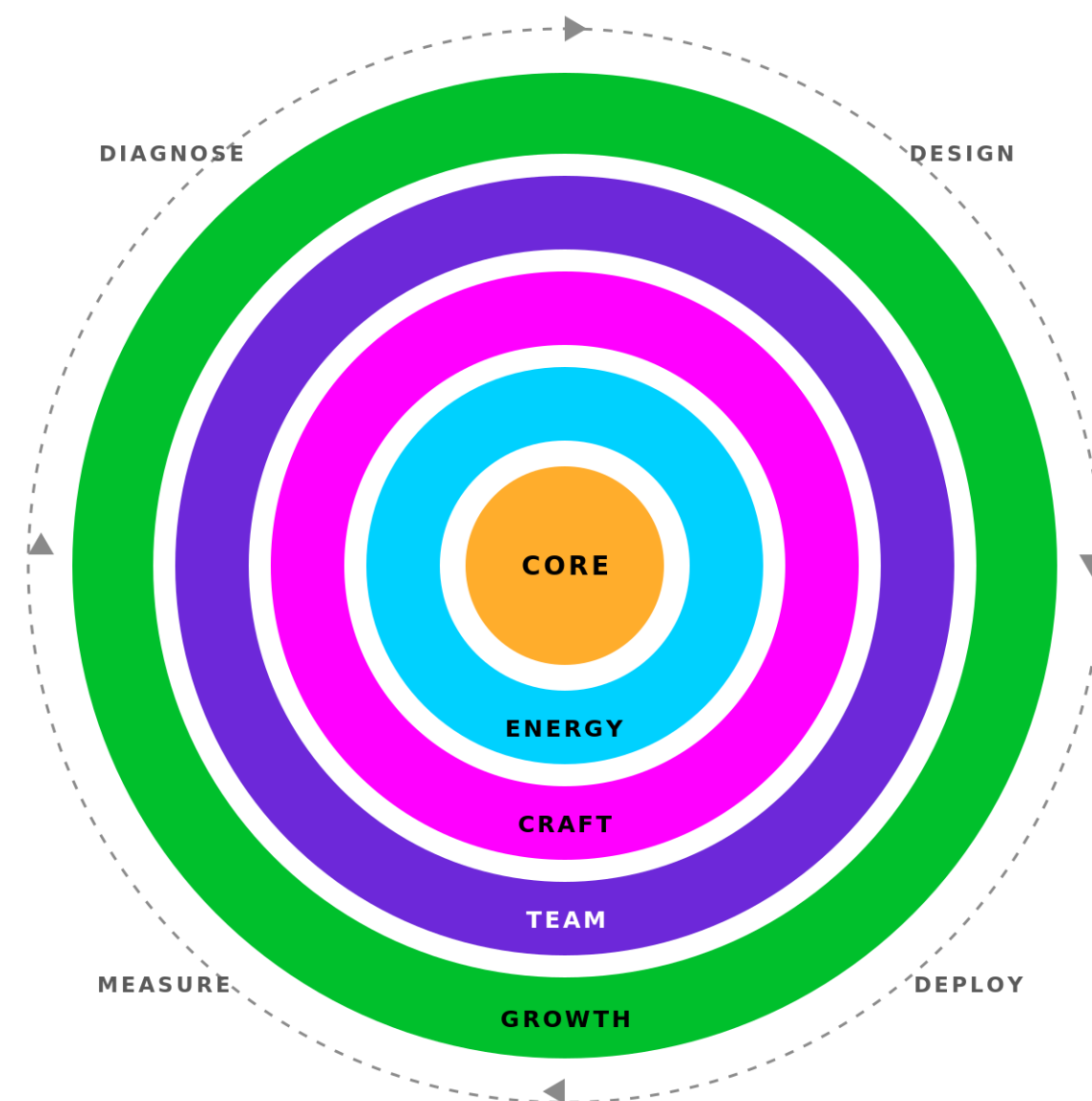
General Counsel
Chief Risk Officer
Chief Compliance Officer
Company Secretary

SPECIALISTS ACROSS: PE & VC · HealthTech · FinTech · Marketplaces · Online Retail & eCommerce · Digital Media, Sport & Entertainment · EdTech · Enterprise SaaS

03 · THE DIAGNOSTIC

Five dimensions. *One picture of how they'll perform.*

Our **Perform IQ ScorecardSM** evaluates every candidate against the five core capabilities that predict future success.



THE FIVE DIMENSIONS OF PERFORMANCE INTELLIGENCE

- 1 **Motivational Core:**
What keeps them pushing on when the plan they were hired for stops working?
- 2 **Cognitive Dexterity:**
How do they protect independent judgement when the tools do the thinking?
- 3 **Decision-Making:**
How do they make tough calls when the data is incomplete and the pressure is on?
- 4 **Collaborative Leadership:**
How do they get work done across divisions they don't control?
- 5 **Learning Velocity:**
How quickly do they revise their beliefs when new evidence contradicts them?

04 · THE PROCESS

Twelve commitments. *Every one of them dated.*

Every search runs the same way, from kick-off to the placement. What's different is our 12-month guarantee.

**01****WEEK 0 TO 1****Diagnose**

We start with your team, not your vacancy. A **Perform IQ** read of the people you have, then a Scorecard built around the outcome.

We commit: Launch within 48 hours; scorecard signed in 5 days.

02**WEEKS 1 TO 3****Search**

Twenty years mapping this market. Discreet approaches to people who aren't looking, and a shortlist calibrated before it lands.

We commit: Calibration by day 10; a diverse shortlist of 3 to 5 by week 4.

03**WEEKS 3 TO 4****Assess**

Deep-dive assessments run by the partner on the search, with a **Perform IQ** report on every finalist before you meet them.

We commit: Reports 48 hours before interviews; references before any offer.

04**DAY 1 TO MONTH 12****Deploy**

A recommended 90-day onboarding ramp built from the scorecard, then validation against the KPIs they were hired to move.

We commit: 30/60/90 check-ins; KPI validation at month 6 and month 12.

TWO HONEST OUTCOMES FROM THE DIAGNOSIS

Hire. A search begins, run against the scorecard, with the commitments above.

Revision. No hire. We look at alternatives including interim, fractional or coaching.

05 · THE TERMS

Most firms charge a %. *We'd rather you kept the difference.*

Our fees are priced upfront and placements are guaranteed for 12 months. Our model and **Perform IQ** are the reasons we can do both.



COST CERTAINTY

Fixed-fee: \$18,000 to \$29,000 per role

(based on complexity, including global searches)

Paid across three milestones: 33% upfront, 40% on acceptance, 27% at six-month validation.

BUILT AT SCALE

Team builds: \$15,000 to \$20,000 per role

(based on a minimum of 3 concurrent team hires)

Paid across agreed milestones: 33% upfront, then a completion fee for every hire made.



No hidden extras

- **Perform IQ ScorecardSM** on every shortlisted executive.
- Check-ins at 30, 60 and 90 days, then at 6-months.
- A 90-day onboarding plan, built from the Scorecard.
- Every placement guaranteed for 12 months.

THE MATHS ON A \$280,000 PACKAGE

\$70k

A global major at 25%

\$25k

Our fixed fee

\$45k

Back into the business

Ask what we can do with your \$45k.

Fees are calculated on the \$280,000 base package; total remuneration including superannuation is \$313,600. Guarantee is replacement, not refund, and runs with the 90-day onboarding programme.

06 · PROOF, NOT PROMISES

In their words. *Not ours.*

The only real test is what the people we placed went on to deliver.



Carly Loder

Founding CMO, Kayo Sports

James and High Performance People do what they say on the tin: build world-class teams. They were a game-changer when it came to launching Kayo Sports. Within 12 months our platform received 5 major industry awards across technical innovation, marketing excellence and campaign strategy.

Kayo Sports · 70+ hires, 65% saving

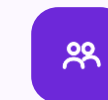


Brad Morris

Co-Founder, T-shirt Ventures

An exceptional business partner. What sets them apart isn't just the calibre of the leadership team we've built. It's the partnerships and the GTM plans they've helped us shape. They don't just highlight problems; they provide solutions and have the capability to help execute them.

C-suite search · client since 2018



Ant Arena

Founder, Aura

High Performance People go beyond filling a role. They introduced left-field options that challenged us to think bigger, guided us through a complex process with care, and helped secure over 15 hires for the business. They uniquely blend technical insight with a real in-depth understanding of our business.

90-day onboarding programme

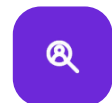
Kayo Sports 70+ hires, 65% saving · T-shirt Ventures 55% ARR growth · MoleMap 10 to 53 clinics · Pet Resorts PE-backed roll-up

START HERE

Find your next visionary leader. *By design, not by chance.*

Book a conversation and we'll map your role's requirements against what the next era actually demands.

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Book an executive search call

What is blocking your next stage of growth?

Schedule now →



Ask for a team assessment

Should you hire at all? We will tell you straight.

Schedule now →



Ask about Growth-as-a-Service

Need capability, not a hire? Deploy an operator.

Schedule now →

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40% less in fees than a global major

12 months replacement guarantee

hppeople.com