

INTEGRATOR SELECTION PROCESS



The Metiss Group specializes in assisting entrepreneurial minded leaders move to a position of visionary leadership while delegating the day-to-day operations of their business to an Integrator* (often referred to as a Chief Operating Officer or COO). Our unique selection process ensures a smooth and successful transition of responsibilities while preserving the culture of the company.

STEP 1: DEFINING THE VISIONARY LEADER'S ROLE

We sit down with the current visionary leader and determine what he or she wants to do going forward. Many visionary leaders want to focus more of their time on setting the vision and growth strategy for their company. Others may wish to step back from operations and enjoy the benefits of the successful business they've built. From this session we'll create a scorecard to gauge the achievement of the Visionary's goal, whatever it might be.

STEP 2: DEFINING THE INTEGRATOR'S ROLE

Working with the visionary leader and other company stakeholders, we define and map out the Integrator's role and avatar. We help build the scorecard for the Integrator role and the ideal person to do that job in your culture. Using this process of involving all stakeholders helps build accountability for the Integrator's success, preserves the company's culture, and creates buy-in from team members. Steps 1 and 2 remove the biggest obstacles of bringing in an Integrator. This is what makes our approach different.

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*Visionary and Integrator are terms utilized in the Entrepreneur Operating System (EOS™).

200 N Harbor Place Dr.

Davidson, NC 28036

P (704) 837-0696

E info@themetissgroup.com

W TheMetissGroup.com



Celebrating 25 Years Of Providing Talent For Entrepreneurial Minded Leaders

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STEP 3: FINDING THE INTEGRATOR

Now that the Visionary and company stakeholders have created the Integrator profile, The Metiss Group goes to work to find the best candidates for the position. We reach out to our networks, post advertising, and conduct online searches. As resumes come in, we screen them against the profile. Viable candidates are then reviewed, tested, assessed in core areas and interviewed. We are closely communicating with the visionary leader and hiring team throughout this process.

STEP 4: ONBOARDING

Once we have found the ideal Integrator we begin the onboarding process. We work with the Integrator to make sure there is a clear understanding of what is expected in the position and what the responsibility will entail. We identify and develop a plan to ensure Integrator success.

We then facilitate a joint onboarding session involving the Visionary and the Integrator to determine how they will work together going forward with the major goal of removing the responsibility of day-to-day operations from the Visionary's plate.

STEP 5: THE SUCCESS PROCESS

The Metiss Group will conduct monthly coaching calls with the Visionary and Integrator individually to evaluate how the process is working, discuss areas that may require attention and provide guidance on the best manner in which to communicate.

Additionally the Visionary and Integrator will have quarterly meetings with The Metiss Group during the first 12 months with a scorecard review and coaching to ensure continued success of the Visionary/Integrator relationship. Our Onboarding and Success Process differentiates us from corporate recruitment firms and common internal processes.

The Metiss Group's unique process provides growth opportunity for all parties with the preservation of company leadership and culture.



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