

**HUNT  
PARTNERS**

LEADERSHIP  
EMERGENT INDIA

# WHAT DOES IT TAKE TO FIND AN **INDEPENDENT DIRECTOR** FOR A LEADING WEALTH MANAGEMENT GROUP

A Board Mandate executed by Principal  
Consultant Amita Pisharody and Partner Sunit  
Mehra

#HUNT →

# What is a Board Mandate?

These are searches conducted for the requirements of **independent directors, nominee directors** and **advisory roles** for the boards of companies.

In typical executive search mandates, a client needs to be convinced with a candidate but in these cases, **\*the client is sold to the candidate\***.

Moreover, there is little to no candidate assessment that takes place. The pool of the search is meant to be individuals who have acquired experience that is above any assessment. Instead, the candidate independently assesses the boards that they are approached with.

**HUNT  
PARTNERS**

LEADERSHIP  
EMERGENT INDIA

# Who was the **Client?**

A leading group of organization that specialize in wealth management and growth.

HUNT  
PARTNERS

#HUNT

# What was their requirement?

## Must Haves:

- An **Independent Director** with an illustrious career in the financial sector.
- **20-30 years** of Executive experience.
- A highly committed individual with substantial **time to dedicate** to the organization.

# The Search

## Step 1: The Raw Sheet

Based on the must haves, a raw sheet was procured with an initial set of names of leaders who are pioneers in the financial sector. These were further shortlisted to meet the nuanced requirements of the client.

## Step 2: The Client's Shortlist

The names were then sent to the client to streamline the process.

In a board mandate, the clients are told about the candidates at an earlier stage, to avoid conflicts with candidates of such a superior caliber.

## **Step 3: Reaching Out**

A conversation with the shortlisted candidates was initiated by the Principal Consultant on the mandate to advance the process. At this stage, the candidates usually vet the board to see whether this collaboration can be of mutual benefit.

## **Step 4: The Conversation Continues**

The interested candidates were then connected with the organization directly to close the conversation.

**HUNT  
PARTNERS**

LEADERSHIP  
EMERGENT INDIA

# The **Chosen** One

The chosen candidate is currently holds a multi-hyphenated title in the organization, proving their capability for dedication. Their zeal towards contributing to the board's matters made them an ideal fit for the position.

HUNT  
PARTNERS  
LEADERSHIP  
EMERGENT INDIA

#HUNT

# The Key Takeaways

- The mandate took approximately 2 months to complete because of the clarity that the client guided the team with.
- It is important to communicate with the client about their expectations to execute the mandate in an efficient manner.

**HUNT  
PARTNERS**

LEADERSHIP  
EMERGENT INDIA

# The **Ideal** Mandate

The coordination between the team and the client offered for a smooth sailing experience for all the parties involved. Additionally, the chosen candidate was a complete fit for the position. This was an ideal mandate indeed.

#HUNT