TALENT RISK ASSESSMENT

A seven-day leadership evaluation for the people who carry the consequences: investors, boards, founders and chief executives.

Delivered with Talentpraxis Group · A firm of Chartered Occupational Psychologists

7 days	8 dimensions	5 executives
Briefing to final debrief	The same framework each time	Covered by one engagement

WHO COMMISSIONS IT

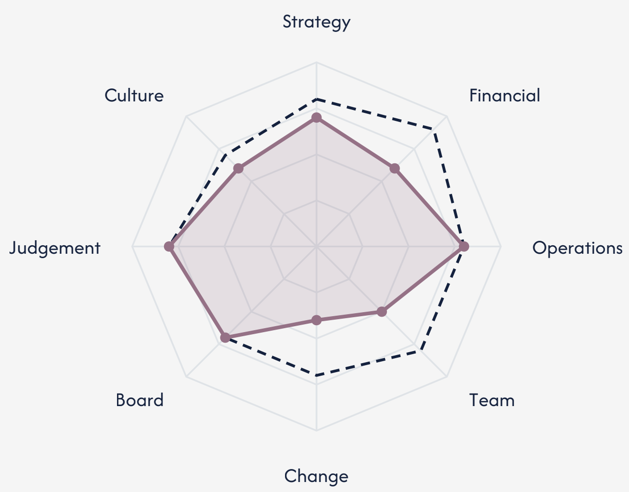
- PE, venture and growth investors
- Private credit lenders and family offices
- Boards, ahead of a decision they cannot take twice
- Founders and chief executives accountable for a management team
- Chairs and non-executives new to a seat
- Anyone who has to back a team and wants an independent read first

Almost every chief executive is assessed before a deal closes. What changes afterwards is the plan, the pressure and the gap between the team and the task. This answers, in a week, whether the team and the plan are matched, while that is still a development question rather than a replacement decision.

ASSESSMENT FRAMEWORK

Eight dimensions. Every executive. One report.

THE SCORED PROFILE



- - - What the plan requires

—— What the assessment found

Illustrative profile for one executive. Not a real engagement.

01 **Strategic vision and execution**

The distance between the plan the business has committed to and the team that has to deliver it.

02 **Financial command**

How well the numbers that move value are understood and used: margin, working capital, cash conversion.

03 **Operational leadership**

Whether operations can scale at the pace the plan assumes.

04 **Building the team beneath**

The ability to attract and keep the people the plan actually depends on.

05 **Change and transformation**

How the team performs through growth, restructuring or a move into new markets.

06 **Board and investor relationships**

How well the board and the executive team communicate when something is going wrong.

07 **Judgement under pressure**

How decisions get made when the information is incomplete and the clock is running.

08 **Culture and alignment**

Whether the way the business is run matches what it has committed to deliver.

HOW IT WORKS

01

Briefing call

DAY 1

We agree what the business has committed to deliver, the pressures on it, and what you already suspect. Every executive is told who commissioned the work and who receives the report.

02

Assessment

DAYS 2 TO 4

Each executive is assessed against the same eight dimensions, delivered with Talentpraxis Group. The method for the engagement is confirmed at the briefing call.

03

Report and debrief

DAYS 5 TO 7

Full written report to whoever commissioned it, followed by a 60-minute debrief with Simon Taylor covering the findings and the recommended next steps.

Executive risk report

- A scored profile across all eight dimensions
- Risk flags with the evidence behind each one
- Retention risk and early warnings
- Development recommendations by dimension

Team analysis

- How the team functions collectively
- Common themes and systemic risks
- Gaps, dependencies and friction points
- A summary the board can read in one sitting

Action plan

- Role by role, with named owners
- Succession recommendations
- Interim coverage options where required
- Search briefs for the gaps that need one

The assessment fee stands whether or not a search or an interim appointment follows. No onward mandate is a condition of the work.

IN PRACTICE

A business part way through a hold

Illustrative. Not a real engagement.

SITUATION

Growth had stalled and nobody could agree why. The board and the investor had different explanations, and neither had evidence.

ASSESSMENT

A gap in commercial leadership, and a mismatch between how the chief executive ran the business and the pace the plan assumed.

OUTCOME

A commercial lead was brought in, and the chief executive took on a development plan instead of a departure. Back at target run rate within two quarters.

SINGLE BUSINESS

£12,500

Assessment of up to five executives

Full written report, a profile for each executive, and a 60-minute debrief with Simon Taylor.

CURRENTLY WAIVED

No charge

For a limited number of investors, boards, founders and chief executives

Open to investors, boards, founders and chief executives. Portfolio-wide programmes are priced at engagement.

Before a deal

Whether the team in place can deliver what the deal assumes, answered before anyone commits to it.

In the first months

The plan lands before the team is settled around it. Assessing early means the structure follows evidence rather than first impressions.

When performance slips

Numbers are behind and the diagnosis is contested. Worth settling before anyone acts on a guess.

Before an exit

The 12 to 18 months before a sale, when the team has to hold trading together and stand up to a buyer's own diligence.

ABOUT HMN CAPITAL

Simon Taylor founded HMN Capital after more than fifteen years in executive search across the UK and Europe. The eight-dimension framework was built from direct experience of what separates executives who perform under private capital ownership from those who do not.

CONTACT

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COMMISSION AN ASSESSMENT

Find out in a week what a hold period would otherwise take years to show.

Contact Simon Taylor directly, for a single business or across a portfolio. Findings are confidential to whoever commissioned the work.

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