



CAPABILITIES
INFORMATION

Board Services

Comhar Partners:
Board Services Capabilities

Comhar Partners

Comhar Partners



In the spirit of collaborating, connecting, and cultivating, we differentiate ourselves by building synergistic, flexible, and transparent relationships with our clients - being their partner every step of the way. Comhar Partners was formed with the purpose of having all of the capabilities of larger firms while being more nimble and entrepreneurial in the marketplace. This is exhibited by our people, our one-firm approach, and our service offerings which include Executive Search, Professional Recruiting, Talent Advisory Services, and Board Services.

In conjunction with providing talent management services, we provide built-in advisory services with every search. This includes a detailed compensation analysis conducted by our independent compensation consultant, an in-depth personality inventory conducted by Hogan Assessments, and the assignment of an Executive Coach to provide onboarding and acculturation consulting.

Our adept team of consultants and project managers complete end-to-end recruiting solutions, with an emphasis on collaboration. Comhar Partners uses a proprietary, fully integrated, cloud-based talent management software solution for data management and applicant tracking, to ensure an efficient and effective project for you.

Comhar Partners

About Us

Collaborate. Cultivate. Connect

Our cutting-edge technology and support team offer undisputed client care to help fill your position with the highest quality candidate in the shortest amount of time. We provide you with dedicated recruitment teams that will become an extension of your own HR department. Our decisions are data-driven to ensure we only deliver top quality candidates to your company.

Board Search

At Comhar Partners, we understand that attracting top talent for your Board of Directors requires strategic planning and expertise. Our consultants hold a comprehensive understanding of various industries and organizational frameworks to guarantee finding your best-fit board member who will make a lasting impact within your organization. Our consultants will work closely with your organization to ensure that your Board of Directors increases the credibility and legitimacy of your organization in the eyes of financial institutions, investors, and partners. Whatever industry your organization is in, our unique and innovative approach allows our clients' unparalleled resources and unmatched results.





Reverse Board Search

Comhar Partners has developed a unique service offering that we've coined 'Reverse Board Search.' This is a highly personalized service offering where Comhar Partners is retained by companies whom want us to help them proactively place their top executives on outside corporate boards while they continue in their executive management roles. We launched this innovative service offering for companies that want to help develop their existing executive skillsets, enhance overall executive governance experience and allow our companies to both attract and retain their top talent. To engage in this service, we operate under full retainer where the executive is employed, develop a "Board Ready" profile for the executive, analyze companies/industries that would make up a good fit for the executive and leverage our contacts to help facilitate introductions to sitting directors and CEOs already serving on relevant boards. For executives who do not have enough board experience or need to enhance this skillset to make them "Board Ready," we also work exclusively with this profile type and help develop, coach, and/or place these executives on nonprofit boards and/or help them gain Board Advisory type roles to build out this experience base.

Board Assessment

Comhar Partners will help your organization plan for the future of your Board. Our advanced team will help your organization determine whether your Board has the requisite depth of relevant sectoral, operational, geographic, or functional capability to support and challenge management as they face-up to the likely developments and decisions of the next 3 to 5 years. Our experienced consultants will work closely with your organization to build a a strategic analysis of your board competence and a competitor benchmarking analysis. Using research into the background and experiences of each director, we build an aggregate picture of your organization's overall Board competence and identify critical gaps. Based upon this analysis, we define profiles of Directors to be recruited onto the Board and the ideal timeframe for their appointment. From here, Comhar Partners will build a "living" Board Talent Pipeline comprised of both internal and external candidates. Through this process, Comhar Partners will ensure that your organization's Board is prepared for the future.





Talent Acquisition Process



Engagement Launch:

Identify the desired education, skills, experience, and cultural fit of targeted candidates.

Research Commenced:

Build a highly qualified list of calibrated prospects and initiate pursuits of this targeted list.

Assessment:

Initial interviews are completed. Based upon results endorsed by the client, we conduct in-depth interviews and assessments.

Client Consulting:

As the search progresses, the Candidate Acquisition Team offers counsel on all aspects of attraction, assessment, and acquisition.

On Boarding:

Continue monitoring assimilation of the new hire into the client organization and assure successful integration.

Our Experience



FOX Factory, Inc., doing business as Fox Racing Shox, designs and develops shock absorbers and racing suspension products. The company serves snowmobiles, mountain bikes, motorcycles, ATVs, UTVs, and off-road cars and trucks markets. It also designs and offers apparel and accessories. The company offers its apparel and related products through its online store; and its automotive products through distributors worldwide. FOX Factory, Inc. was founded in 1974 and is based in Scotts Valley, California.

Search Type: Board Search

Position Placed: Board Member



Sun Hydraulics is a leading designer and manufacturer of high-performance screw-in hydraulic cartridge valves and manifolds that control force, speed and motion as integral components in fluid power systems. Sun sells its products globally through wholly owned subsidiaries and independent distributors.

Search Type: Board Search **Position Placed:** Board Member



Autodesk, Inc. was founded in 1982 and is headquartered in San Rafael, California. Autodesk develops 3D design software for use in the architecture, engineering, construction, and media industries. Over 100 million people use Autodesk software like AutoCAD, Revit, Maya, 3ds Max, Fusion 360, SketchBook, and more to unlock their creativity and solve important design, business and environmental challenges.

Search Type: Reverse Board Search

Position Placed: Board Member



Flex is the electrical and electronics manufacturing partner of choice that helps a diverse customer base design and build products that improve the world. Through the collective strength of a global workforce across 30 countries and responsible, sustainable operations, Flex delivers technology innovation, supply chain, and manufacturing solutions to various industries and end markets.

Search Type: Reverse Board Search (3)

Position Placed: Board Member



Board Services

The need for qualified board members is drastically outpacing the supply.



Our Board Services Practice

Comhar Partners understands that an organization's Board of Directors is ultimately responsible for its success or demise. As such, we know just how important it is to find the perfect match. Our greatest strength is our ability to partner with our clients and provide a high-quality, timely, and value-added solution for a wide range of their Board-related needs.

Our Board Services team is an innovative and experienced group of management consultants who understand the particular challenges of attracting and recruiting highly qualified leaders within this landscape. We have led Board Search programs across the nation to build a competitive advantage for our clients.

Our consultants bring a plethora of personal experience gained through both client search engagements and previous business operational experience with organizations in every major industry.

Regardless of the size and the corporate culture of your business, we have the team to provide outstanding candidates to fill your Board Search needs. Our industry expertise, professionalism, integrity, and high-touch processes enable our Board Services Practice Group to gain credibility with clients, candidates, and industry leaders on a national basis.

Our Board Services Team



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