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Talent Strategy Readiness Scorecard

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Building a Competitive Talent Strategy that Drives Leadership Success

To build a competitive advantage in the healthcare and life sciences sectors, organisations need more than just great leaders—they need a robust, strategically aligned talent strategy. This scorecard is designed to evaluate your readiness across six critical pillars, each essential to not only attract the right talent but to develop, engage, and retain them for long-term growth.

At Hunton Executive, we believe that executive hiring is more than filling a position; it's about securing transformative leaders who drive impact, foster resilience, and sustain competitive advantage. This readiness assessment helps you benchmark your strategic approach and understand where partnering with a globally connected, sector-specialized executive search firm can elevate your leadership strategy.

Section 1:

LEADERSHIP VISION AND LONG-TERM PLANNING

Rate each statement from 1 (not at all true) to 5 (completely true)

Statement	Score (1–5)
We have a clearly defined success profile for the executive role.	
We're aligned internally on the purpose and timing of this hire.	
We've benchmarked this role across our sector or peer organisations to ensure competitive positioning.	
We evaluate candidates for both capability and cultural fit.	
We have structured onboarding and coaching plans in place for new executives.	
We treat executive hiring as a strategic decision that impacts long-term growth.	
Our executive hiring is integrated with long-term succession planning for business resilience.	
Subtotal Score:	**/ 35**

Score Interpretation:

- **30–35:** Excellent Readiness. Your long-term vision is strong; focus on fine-tuning strategic alignment.
- **20–29:** Moderate Readiness. Some alignment exists, but there are critical gaps to address.
- **Below 20:** Low Readiness. Immediate focus is needed on leadership planning and strategic alignment.

Section 2:

ORGANISATIONAL READINESS SCORECARD

Evaluate how well-prepared your organisation is to attract and integrate the right leadership.

Statement	Score (1–5)
Our organisation has a clear strategic vision that is understood across all leadership levels.	
We have identified key leadership capabilities required for future growth.	
Our current leadership structure supports our long-term business strategy.	
We actively develop internal talent for future leadership roles.	
We have a defined succession plan for all critical executive roles.	
Our organisational culture supports leadership development and growth.	
We regularly assess leadership performance and adjust our strategies accordingly.	
Subtotal Score:	**/ 35**

Score Interpretation:

- **30–35:** Excellent Organisational Readiness. You are well-positioned to attract and integrate the right leaders.
- **20–29:** Moderate Readiness. Some areas of development needed to optimise leadership impact.
- **Below 20:** Low Readiness. Immediate strategic focus required to build leadership resilience.

Notes

Section 3:

LEADERSHIP ALIGNMENT QUESTIONS

Discuss as a team. Mark Yes / Unsure / No

Question	Response
Are we all aligned on the strategic goals driving this executive hire?	
Have we considered how this role will transform the leadership team dynamic?	
Are we clear on the leadership behaviours that support our culture and vision?	
Do we agree on how success will be measured in the first 12–24 months?	
Have we discussed how this hire fits into our succession planning?	
Optional Scoring: Yes = **2** | Unsure = **1** | No = **0** | **Total Score:**	**/ 10**

Section 4:

STRATEGIC TALENT ATTRACTION AND ENGAGEMENT

Rate each statement from 1 (Not at all true) to 5 (Completely true):

Statement	Score (1–5)
Our talent attraction strategies reach both visible and passive high-impact leaders.	
We differentiate ourselves in the market to appeal to top-tier executive talent.	
Our employer brand reflects our culture, vision, and commitment to innovation.	
We understand where our competitors are attracting their leadership talent.	
We use data-driven insights to guide our talent attraction strategies.	
Subtotal Score:	**/ 25**

Score Interpretation:

- **21–25:** Strong Competitive Positioning. You are well-positioned to attract top leadership talent.
- **15–20:** Good Positioning. Some areas need refinement for maximum impact.
- **Below 15:** Critical Gaps. Focus is required on attraction strategies and brand differentiation.

Section 5:

LEADERSHIP PERFORMANCE AND SUCCESSION READINESS

Evaluate the strength of your leadership pipelines and succession planning.

Statement	Score (1–5)
We have clear metrics for leadership performance and succession readiness.	
Internal talent with leadership potential is actively developed.	
Potential talent gaps that could impact competitiveness are identified early.	
Leadership performance is linked to business outcomes and growth objectives.	
We have mapped out succession pathways for critical executive roles.	
Subtotal Score:	**/ 25**

Section 6:

SEARCH PARTNER EVALUATION SCORECARD

Evaluate your executive search partner's strategic alignment with your goals.

Criteria	Met? (Yes/No)
Understands the regulatory, commercial, and cultural nuances of our sector.	
Advises on role design and future-state leadership needs.	
Uses psychometrics or behavioural assessments for deeper insights.	
Supports beyond placement (onboarding, coaching, retention).	
Demonstrates a values- and mission-aligned candidate approach.	

Transforming Leadership Strategy, One Executive at a Time

Strategic executive search is the foundation of a competitive talent strategy. It's not just about filling a vacancy; it's about building leadership resilience, driving market influence, and shaping the future of your organisation. With the right partner, your organisation gains access to market-leading talent, robust assessment frameworks, and strategic advisory to drive sustainable growth.

At Hunton Executive, we go beyond traditional search. We partner with you to identify transformative leaders who are not only capable but are strategically aligned with your vision, culture, and growth objectives. With our expertise in healthcare and life sciences, we understand the unique challenges and opportunities of your sector, ensuring you secure leaders who are ready to drive impact from day one.

Ready to elevate your talent strategy?

Partner with Hunton Executive to discover leaders who shape the future of your organisation. Let's build a resilient, high-performance leadership team that thrives in complexity and drives sustainable growth.

Contact us today to begin your journey towards a stronger, future-ready leadership strategy.

SCHEDULE A CALL →

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