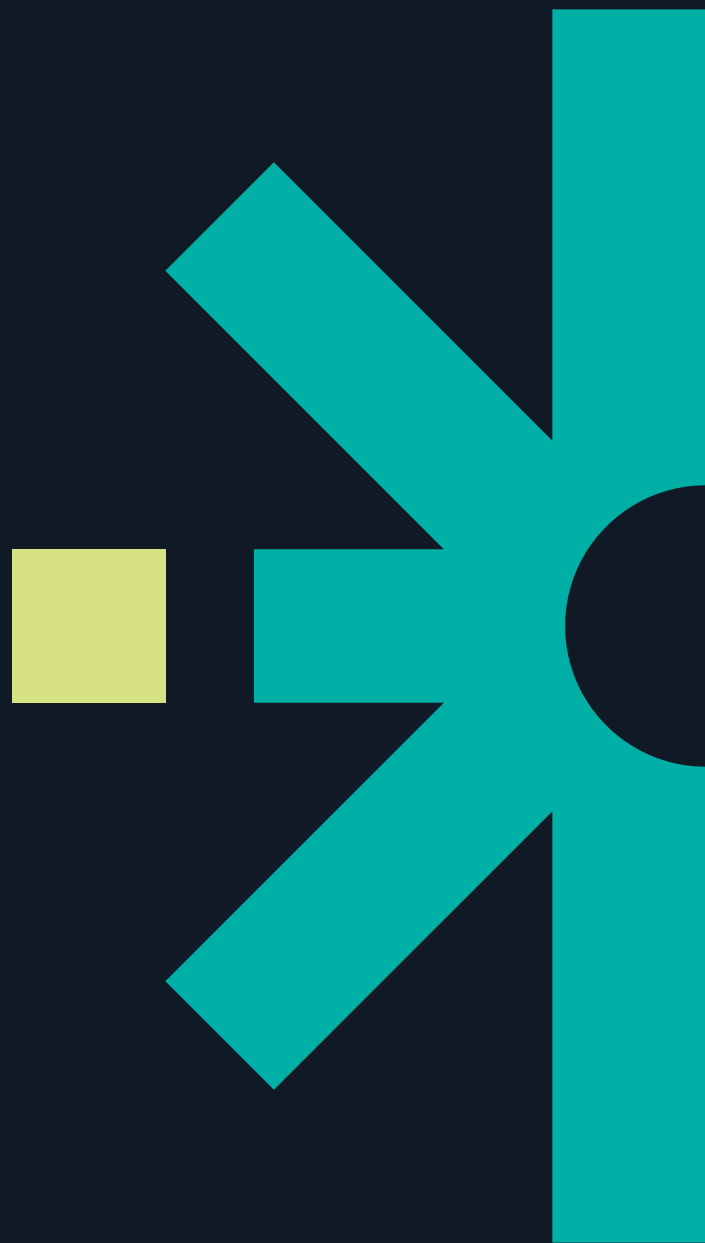




Talent Assessment & Organizational Design

Demystifying talent needs for the high growth org



Confident Hiring Decisions for High Growth Teams



Early-stage hires are integral to a company's success. With lofty goals, conflicting priorities, and external pressure, how do you know which roles are most critical to prioritize, and when?

The team at Illuma has developed a research-based, culture-focused consulting service which provides CEOs and investors with an executable talent plan as they stretch to the next milestone. Leveraging insights from in-depth interviews and our proprietary research exercises, Illuma is quickly able to provide a comprehensive set of deliverables:

- An **organizational design plan** allowing CEOs and investors to align on the right hiring roadmap.
- An unbiased assessment of team **strengths, gaps, and accountabilities** with a clear plan to align individuals, giving CEOs the ability to meet the next major milestones critical to growth.
- **Comprehensive scorecards** for leadership roles, allowing CEOs to plan for future hires while ensuring their existing leaders have clear objectives.
- The development of a unique **candidate value proposition** along with team **behavioral interview training** to ensure everyone has the skills to attract, evaluate, and hire the best.
- Access to on-going **HR consulting** including data and support for compensation planning.
- **Preferred pricing** for future executive search.

Is it right for you?

High Growth Leadership Teams and Founders

-  Teams looking to clarify organizational goals, identify gaps, and equip leadership with the tools to make impactful hiring and organizational decisions.
-  Early-to-mid growth stage orgs, particularly in technology sectors who are looking for a clear strategy for scaling, aligning new hires with company culture, and developing leadership capabilities to drive sustainable growth.

Investors Seeking High-Impact Talent Advisory

-  Investors and board members focused on maximizing portfolio company value and optimizing leadership performance.
-  Those looking to align talent acquisition with long-term objectives, ensuring teams are structured to meet critical business milestones and improve accountability across the organization.

Working with Illuma helped us create a clear plan that we were able to execute and share with the board and future investors. They helped us clarify our own roles and changed our approach to hiring and planning for the better. It has allowed us to become a more mature organization.

-Series A Founder/CEO

Illuma's Assessment process led to major changes in our organization. I realized that it was in mine and the company's best interest to step into a Chief Evangelist role. We promoted our COO to CEO. I have never been more confident that we are on the right path to achieve our vision.

-Seed Stage Founder

[Interested in learning more? Get in touch.](#)

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