

WHAT OUR CLIENTS SAY



UNSOLICITED COMMENTS FROM SCHOOLS WE'VE SERVED

WILLIAMSON FREE SCHOOL

I want to tell you again that the entire Search Committee could not have been more impressed with the completeness and thoroughness of everything your firm put together on the entire candidate pool. Jim, you run a first-class operation and have surrounded yourself with caring professionals. It has truly been a pleasure working with you and your entire staff throughout this process!

VERMONT ACADEMY

The advice to me was "You can't go wrong with Wickenden," and I'd have to change that to others to read more strongly, "Everything goes right with Wickenden."

THE SUMMIT COUNTRY DAY SCHOOL

I want to thank you for the great work you did for us in this process. We are a unique school with many specific requirements for the Head, yet you sought to understand what we were all about and brought us candidates that were well qualified to lead the school. Your counsel during the process was greatly appreciated, especially your push at the semifinalist stage. . . I also want to compliment your staff. I worked with Susan and Monica; both were highly organized, prompt and professional in every way.

HORACE MANN SCHOOL

In my office, core to our values is to do "first class business in a first class way." It isn't often enough that I have the opportunity to work with others who share that mission. To have had the pleasure to experience it consistently with everyone at the Wickenden organization throughout our long day's journey has been an enormous privilege, for which I am extremely grateful. Without exception, each of you is so clearly intelligent, experienced, focused and charming that I quickly learned that contact with any of you is always an enriching experience. . . . We are all better for the contribution that you make to American education, and for the manner in which you make it.

ST. PAUL'S SCHOOL

I feel strongly that we saw a widely diverse, interesting, and talented group of candidates and I again commend you for a great job, and the great judgment you also provided. I will be a very positive and willing reference for you going forward.

HOLLAND HALL

We are so very grateful for the hard work and efforts of the entire Wickenden team in regard to our recent Upper School Head search. Your team was prompt, direct, concise, and always in a "service-minded" role. We hold you all in high esteem here in Tulsa and again express our sincere thanks for a job well done!

MORRISTOWN-BEARD SCHOOL

Thank you for the excellent consulting services you provided throughout the Headmaster search. Your information gathering, the pool of candidates you supplied for our Search Committee to evaluate, and your staff's performance all manifest the highest degree of professionalism. Your accessibility to provide guidance and direction during the search process was key to this challenging and ultimately successful endeavor.

ANGLO-AMERICAN SCHOOL OF MOSCOW

What a pleasure it was to have worked with you and your organization for the past four months. The professionalism started right with the first contact. . .and each step along the way from the contract, brochures, the guidebook, the site visit, listening to our needs and brief timetable, and the execution of the agreed plan of action through the interview process to the final result was a most positive experience. The counseling (maybe handholding) was just enough to guide us along our way and yet provided us the opportunity to make our own decisions. The choice of candidates was good and [we were] very impressed with the thoroughness of the reference checking right from the start. . . . Please extend to each and every one of your staff my personal thanks for a job well done with the highest degree of professionalism under very short timeframes.

ALBUQUERQUE ACADEMY

We could not be more pleased with the outcome nor with the service you provided. Your knowledge and experience in the field were certainly important, but your willingness to work with us, to tailor the process to our needs, was appreciated even more. If we were to look for a search consultant again, a top criterion would be the strength of the support staff. Until a Board has gone through a search, I don't think it appreciates how important the support staff is in choosing a search firm. Everyone at Wickenden Associates with whom we came in contact was not only incredibly competent but gracious and willing as well. We cannot thank them enough. The Board looks forward to its continued association with you as we go through the transition to a new Head. Your counsel is highly valued by all.

WHAT CANDIDATES SAY

COMMENTS FROM CANDIDATES

INVOLVED IN OUR SEARCHES



While I understood that I was not your client – the school was – I always felt fairly and responsively treated. Even though I was on a different continent and in a different time zone, you kept me appropriately informed about both the progress of the search and the school. Your encouragement (or was it insistence?) that the school look at itself carefully before embarking on the search was vitally important and has been of continued value. This reflection helped to ensure that surprises were minimized and the match between the school's needs and the candidate's capabilities was a good one.

I found your description of the school, the Board, and the culture of the school community to be accurate and on target. While you obviously portrayed everything in a positive light, you were direct and candid about several important issues at the school. When I took the job, I was not confronted with any hidden surprises because of your candor and because of the interview process you helped develop.

The initial flurry of announcements and activity has subsided, but my excitement about taking on the headship continues to grow as the transition begins. I want to take advantage of the lull to thank you again for your help and for constructing a search process that in and of itself provided exceptional professional development for me and, no doubt, exceptional growth for the two "Wickenden schools" I visited. What I appreciated most during the process was the openness of the schools and their willingness to provide crucial information early on. I could see your influence in this and in the many thoughtful (and time-saving) touches provided by the search committees during a hectic time. The classiness of your organization was apparent both at the search sites and back in the office as Monica managed details and your reference-checking team kept my references, and others, hopping for weeks. Finally, I have to applaud your persistence. I realize that my current elation is partially a product of all the "I'm calling to try to disrupt your life again" phone calls I've received from you over the years. Looking back on the calls, I'm glad I waited for this opportunity, but I'm equally glad you kept on calling.

Thanks for letting me know the status of my application. I have appreciated the promptness and tone of your correspondence throughout this process. I've only worked with one other organization like yours, but the difference was like night and day. You are the "day."

I believe that the professionalism by all the members of the staff were what I found most impressive. Dr. Wickenden did a superb job coaching me through the process and keeping me in the loop. I found Linda's emails encouraging and informative. The TLC that you gave me throughout the process was very much appreciated.

I was impressed from start to finish on how the Wickenden team handled my candidacy. Hopefully we will have the opportunity to work together again.

You bring integrity to the process – I like that.

My purpose in writing is simply to tell you how much I enjoyed the semifinalist interview this past weekend. Regardless of the outcome for me in this search process, I feel really great about the way I was treated, the way I was kept informed about the steps in the process, and the warmth of everyone involved, including both the Wickenden folks and the school folks. . .and I just wanted to say so.

I want to compliment you on the professional standards you have established in terms of both information and correspondence. I have been in this business for 25 years and have utilized virtually every independent school employment agency. I am aware of no agency that even approaches your standards in terms of individual attention and follow-up to the applicant. Your prompt notification and thoughtful professional correspondence represent the best in the business.