



Wickenden Associates – Mission, Values, and Outcomes

MISSION – OUR PURPOSE

Wickenden Associates partners with independent schools to recruit, develop, and support exceptional leaders.

CORE VALUES – HOW WE APPROACH OUR WORK

We:

- **Aspire to excellence** in the products and services we provide and in the candidates we present.
- **Are aggressive and resourceful** in our outreach to prospective candidates – casting the net broadly to match schools with the leaders they need.
- **Champion diversity and celebrate open-mindedness**, recognizing that there are myriad paths and approaches to leadership.
- **Pledge integrity and candor** in all of our interactions with our clients and with candidates.
- **Value strong and lasting partnerships** with our clients, providing our best counsel while remaining flexible and responsive to the unique needs and wishes of each.
- **Are committed to serving the independent school world** through writing, speaking, and, most importantly, by identifying, encouraging, and counseling the next generation of school leaders.

OUTCOMES – WHAT SCHOOLS CAN EXPECT US TO DELIVER

- A thorough and candid analysis of the school's strengths and challenges.
- A broad-based recruitment effort carefully tailored to each school's unique leadership requirements, resulting in a diverse and talented pool of candidates.
- A multidimensional evaluation of candidates' credentials, experience, and leadership qualities.
- An inclusive search process that appropriately engages the school community and sets the stage for the new leader's successful entry.
- A well-informed, well-prepared Search Committee – extensively supported by us and well equipped to make sound decisions in the school's best interest at every stage of the search.
- The appointment of a new leader extraordinarily well positioned for success.