



# The Future of Executive Search

# A Level 5 Partners Perspective

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# A Market in Transition

## TRANSFORMATION

Global executive search is undergoing its most profound evolution in decades. With organizations navigating digital disruption, shifting demographics, and heightened expectations for leadership transparency, the traditional “resume-forward” model of search is no longer sufficient.

- The global executive search market surpassed \$36 billion in 2024 and continues to expand at ~6% CAGR, driven by demand in healthcare, technology, and AI-enabled business transformation.
- **70%** of CEOs cite talent and leadership alignment as the single greatest determinant of long-term performance, according to McKinsey and PwC research.
- **AI adoption** in search is expected to accelerate efficiency by 30-40%, but firms warn: data without cultural context risks misalignment and costly attrition.

## The Next Generation of Leadership Advisory

The future belongs to firms that can blend rigorous data, deep cultural insight, and consultative advisory into a single seamless offering. Clients no longer seek transactional recruitment; they expect strategic partnership that illuminates the competitive landscape, de-risks leadership choices, and ensures integration beyond day one.



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## THE LEVEL 5 PARTNERS APPROACH

Level 5 Partners was founded to meet this demand—combining the strengths of a boutique consultancy with cutting-edge AI and psychometrics.

- **Consulting-First Search:** Every engagement begins with a proprietary Competitive Intelligence & Cultural Fit Report that maps the client's ecosystem, benchmarks competitors, and surfaces cultural dynamics before outreach begins.
- **AI + Human Expertise:** Through Talentgenius (co-funded by Reid Hoffman), we expand market reach far beyond closed databases, while senior advisors interpret results through the lens of cultural and strategic alignment.
- **Behavioral Science Integration:** Hogan, DiSC, and PhD-led integration services ensure leadership impact is sustainable—not just immediate.
- **Global Yet Agile:** Instead of carrying the weight of a global bureaucracy, Level 5 leverages a trusted advisor network across healthcare, technology, and cybersecurity, delivering reach without dilution.





# Why This Matters

In an era when intuition alone is a liability, organizations need a partner who can contextualize, de-risk, and integrate leadership decisions. Level 5 Partners equips boards and executive teams with not only the right leaders, but leaders who thrive in their unique cultural and strategic context.

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