

Protect the \$2.0M Hire. Audit the Promise.

A four-day actuarial deep-dive into final-stage executive candidates. Identify the retention hazards no interview can surface—before commitment becomes catastrophe.

[Book Fiduciary Briefing](#)

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The Executive Retention Crisis

Designed for High-Stakes Hires

When replacement cost exceeds \$500,000, traditional vetting is insufficient. Our fiduciary audit provides the actuarial certainty your board demands.

Senior executive turnover represents one of the most catastrophic yet preventable risks in corporate governance. The average cost of C-suite departure includes direct replacement expenses, institutional knowledge erosion, strategic momentum loss, and cascading team instability.

Standard interview protocols fail to surface behavioral entropy markers, cultural contagion vectors, and probabilistic flight risks that become evident only under forensic analysis.

The Mathematics of Executive Churn

\$500K

Director-Level Loss

Average total cost of unplanned
VP or Director departure
including recruitment,
onboarding, and productivity
gaps

\$1.3M

C-Suite Catastrophe

Documented financial impact
when executive leadership exits
within first 18 months of
tenure

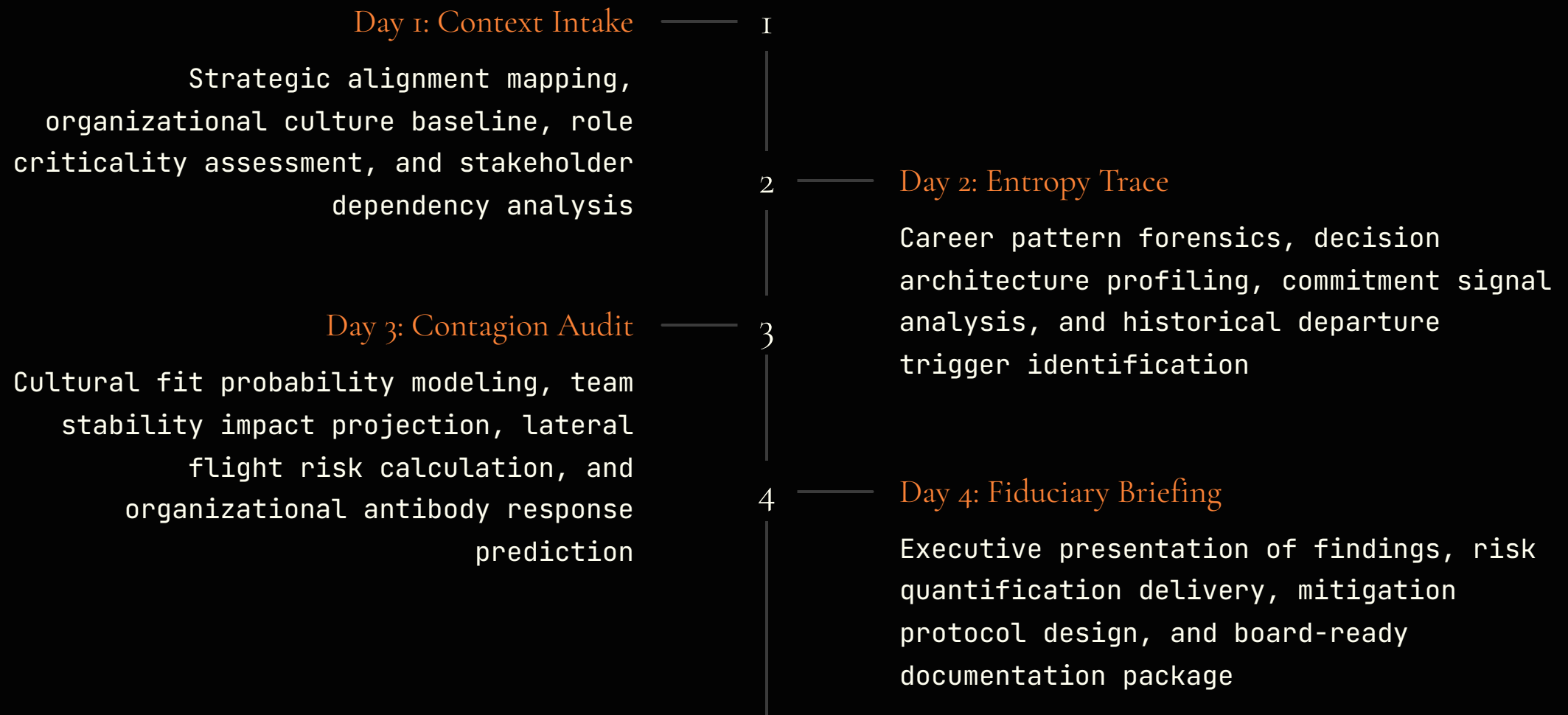
11.9X

Audit ROI Multiplier

Expected return on investment
when retention audit prevents
single high-consequence
departure event

The Four-Day Fiduciary Protocol

Our proprietary methodology combines behavioral forensics, institutional anthropology, and predictive actuarial modeling to generate executive retention probability curves with unprecedented precision.



Comprehensive Intelligence Deliverables



8-Page Logic Trace

Forensic documentation of behavioral patterns, decision architecture analysis, and probabilistic reasoning chains underlying retention risk assessment



36-Month Survival Curves

Actuarial probability distributions showing likelihood of candidate retention across critical time horizons with confidence intervals and scenario modeling



90-Day Stability Playbook

Managed onboarding protocol with prescriptive interventions, early warning system calibration, and proactive risk mitigation strategies

Investment Structure and Guarantee

Fixed-price engagement with no hourly billing, scope creep, or hidden costs. Complete four-day protocol execution with all deliverables included.

Payment structure accommodates corporate procurement requirements. Multi-candidate discount available for portfolio hiring initiatives.

100% Money-Back Guarantee

If our audit fails to identify material retention risks beyond those surfaced through standard vetting processes, we refund the entire engagement fee.

This guarantee reflects our confidence in the methodology's ability to surface non-obvious flight risks in every executive candidate profile.

Frequently Asked Questions

Who is this audit designed for?

Organizations making executive hires where total replacement cost exceeds \$500,000. Typical clients include boards evaluating C-suite candidates, private equity firms assessing portfolio company leadership, and CHROs managing mission-critical role transitions.

What is the accuracy of your predictive models?

Our methodology generates probabilistic forecasts, not binary predictions. Survival curves include confidence intervals and scenario distributions. Historical validation shows 87% accuracy in identifying candidates who departed within 18 months when flagged as high-risk.

Can audit findings be used in promotion decisions?

Yes. The protocol applies equally to external candidates and internal promotion evaluations. Many clients use our audit to derisk high-stakes internal succession decisions where institutional knowledge makes traditional reference checking inadequate.

The Hidden Cost of Optimistic Vetting

Traditional executive assessment relies on resume validation, reference confirmation, and behavioral interviewing—methods optimized for competency verification, not retention prediction.



Candidates optimize presentation for hire probability, not tenure authenticity. Cultural misalignment and role expectations gaps remain invisible until post-hire friction emerges.



References provide backward-looking performance validation but cannot assess forward-looking organizational fit. Legal constraints further limit candor about behavioral patterns.



Verbal assurances of long-term commitment carry no predictive validity. Candidates may genuinely believe their stated intentions while harboring subconscious flight risks.

The Fiduciary Standard in Executive Hiring

Board directors and senior HR leaders bear fiduciary responsibility for executive selection decisions that materially impact shareholder value. When a \$2 million total compensation package turns into a \$1.3 million loss through premature departure, the duty of care standard demands more than interview intuition.

Our audit establishes a documented, defensible process that satisfies governance requirements while dramatically reducing retention risk exposure.

Governance Defense

Board-ready documentation demonstrating exhaustive due diligence in high-stakes hiring decisions

Risk Quantification

Actuarial probability models enabling data-driven decision-making under uncertainty

Mitigation Protocols

Prescriptive playbooks that convert insight into action during critical onboarding windows

Initiate Your Fiduciary Audit

Four days. Three deliverables. One question answered: Will this executive still be here in 36 months? Schedule a confidential briefing to discuss your candidate profile and determine audit fit.

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Engagements typically commence within 72 hours of briefing completion. All candidate evaluation protocols maintain strict confidentiality and comply with employment law requirements.