

Lisa Kerstner

From: devertsen <devertsen@municipalsolutions.org>
Sent: Tuesday, October 1, 2024 3:39 PM
To: Lisa Kerstner
Subject: RE: [External] Village of Kronenwetter

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Hi Lisa –

I am thrilled the Village is still considering the use of a professional search consultant. This is the right move.

IF I were to speak with the APC Committee or the Village Trustees, I would emphasize some very important benefits:

1. A professional search isn't saying *"we couldn't do this ourselves"*, it says to potential candidates *"we want the best candidates for our community, and we are willing to hire a professional search firm to help us get there"*. Many professional administrators will not apply for positions which are handled 'in'house'. We cant to get you the largest, and most qualified candidate pool to choose from.
2. The process of evaluating and selecting a candidate is designed to EMPOWER the TRUSTEES and COMMITTEE MEMBERS. Our process provided you (a) a detailed analysis of each candidate, and (b) facilitates the 'narrowing down' of candidates by collaboration between Trustee and Committee Members. Simply, we bring you the information you need, to work collaboratively to discuss and consider each candidate's qualifications and 'fit'. Standing by, watching and listening to the Trustees and APC Committee discuss and consider candidates is INCREDIBLY SATISFYING – this is where we learn from you, this is where we find great value from our clients, and where we help to build cohesion and unity through the process. The journey together in the recruitment / evaluation / selection process is SO MUCH MORE IMPORTANT than arriving at a decision.
3. Kronenwetter has had its share of challenges, but it deserves an amazing future, and it deserves great leadership of individuals with technical skills, best-practices, and an infectious love for local government. Every community has its struggles, but I tend to believe greater and more prosperous days are ahead for your community. This process is where it can begin.
4. Regarding Payment...our scope of work is divided into 6 phases – which, at each phase – provides specific value to you and the search committee. Having managed more than 400 local government searches, and having been a 3x town manager, for me...and for my clients, it needs to be about providing value. IF at any phase of the recruitment you feel that you aren't receiving the value you are expecting, you can stop the work, take it from where we leave off, and move forward on your own if you choose. Our goal is to provide you a \$50,000 value for less than \$25,000. That's our goal!!!

The recruitment wont be simple...it takes a LOT of hard work on our part...but I believe in the process, and if the Village Committee and Trustees can work together, everyone will enjoy the process.

PS – the candidate interviews – we generally like to have a community event – where members of the public can come and interact, lunch with department heads, and an interview process / panels – which includes staff interaction and good feedback. Decisions like this are best when everyone has the opportunity to provide input to the Village Trustees.

I hope this helps. Happy to discuss.