

The Cost of Misalignment: Why Hiring the Right Leader Matters

The Hidden Costs of a Bad Executive Hire:

Hiring the wrong executive isn't just inconvenient—it's costly. Misalignment at the leadership level often leads to:

- Lost productivity and poor team morale
- **Delayed strategic initiatives** and stalled organizational growth
- Increased employee **disengagement and turnover**
- Replacement costs that typically range from **3–5 times the executive's salary**

But the biggest loss? **Missed opportunities** when the wrong leader holds back your momentum.

Why Resumes Aren't Enough

Even the strongest résumés can hide crucial red flags. Most executive hiring failures happen not from a lack of experience—but from a **lack of alignment**.

When evaluating your candidates, ask:

- **Do they align** with our core values and organizational culture?
- **Can they build trust** quickly and effectively with our team?
- **Do they offer more than just experience**—will they truly align with our strategic goals?

How Centennial Helps You Overcome Misalignment

For over 50 years, Centennial has helped organizations overcome hiring challenges using our proven 4C Recruiting Process®. We ensure each leader we place aligns with your:

- **Character** – We deeply evaluate integrity, resilience, and leadership style.
- **Culture** – We thoroughly understand your organization's unique DNA to ensure a seamless fit.
- **Chemistry** – We assess interpersonal skills to confirm the candidate will unite and inspire your team.
- **Competency** – We identify strategic, high-performing candidates who have successfully delivered in similar roles.

Our decades-tested process guarantees your next executive doesn't just fill a role—they help shape your organization's future.



Quick Leadership Fit Checklist

Evaluate your candidate effectively by asking:

- Do they clearly understand and **support our mission**?
- Do they naturally **reflect our core values and work style**?
- Can they confidently **build trust across diverse teams**?
- Do they demonstrate **strategic thinking and clear execution**?
- Will they **instill confidence** among our key stakeholders?

If you hesitated at any of these, it's time to reassess your choice.

Ready to Hire with Confidence?

Avoid costly misalignments. Partner with Centennial to find the right leader aligned with your vision and values.

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