



Executive Search

"Excellence starts with the right person, in the right role, doing the right things, right!"

Executive Coaching

"Unlocking leadership potential and developing talent"

Executive Onboarding

"Accelerating the performance of new executives to maximise investment"

ACS Executive

Empowering Leadership. Accelerating Organisational Growth.

At ACS Executive, we are a Shoreham Airport based specialise in the recruitment, onboarding, and development of high-impact leaders. With over 20 years of experience, we are trusted by organisations to identify and support the executives who drive meaningful, measurable change.

Our Expertise

We provide a focused range of services that ensure leadership effectiveness from day one:

Executive Search:

We deliver a discreet, rigorous search process to identify senior leaders who bring the right blend of expertise, values, and vision. Every search is tailored to your culture, strategy, and future goals.

Executive Onboarding:

Our structured onboarding programmes are designed to optimise success in the first 90 days—those crucial early weeks where clarity, connection, and momentum matter most. We help new leaders build credibility, align with culture, and deliver early wins.

Executive Coaching:

We offer one-to-one coaching for leaders at all stages of their careers—supporting development, enhancing resilience, and helping executives unlock their full leadership potential.

Our Approach

At ACS Executive, we believe that what happens in the first 90 days can define long-term success. Our approach is designed to maximise impact from day one and beyond, through:

Accelerated Integration:

We help leaders navigate the critical first 90 days, ensuring they quickly establish trust, clarify expectations, and identify early opportunities for meaningful contribution.

Emotional Intelligence Focus: (see later section)

We emphasise the development of emotional intelligence—essential for effective leadership. Our coaching and onboarding support leaders to lead with self-awareness, empathy, and adaptability in high-stakes environments.

Tailored, Confidential Partnership:

We work in close collaboration with clients and candidates, offering bespoke support grounded in discretion, trust.



Executive Search

Executive Search with Lasting Impact

We specialise in placing top-tier leaders in C-suite, Director, and senior roles. With over 20 years of experience in executive recruitment and coaching, we provide solutions that align with your business and drive long-term success.

Key Benefits – What You Gain

Tailored Executive Search:

We identify leaders who are the right fit for your business goals, culture, and long-term success, whether at C-suite, Director level, or in key functional areas.

In-depth Organisational Insight:

By developing a deep understanding of your organisational structure and culture, we ensure every candidate aligns with how you work and where you are going.

Proven, Structured Process:

Our tried-and-tested, relationship-led approach saves you time and delivers results – providing clarity, consistency, and a high level of assurance.

Our Executive Search Methodology

Our proven process ensures precision and alignment at every stage:

1. Discovery & Brief Development

We begin by consulting with you to understand the role, expectations, and cultural fit. This ensures we are aligned with your vision and leadership needs.

2. Research & Market Mapping

Using targeted research and industry insight, we identify top candidates across relevant sectors, leveraging competitor benchmarking and market intelligence.

3. Engagement & Shortlisting

We reach out to potential candidates, both active and passive, to assess their fit. We work closely with you to refine a shortlist of the most suitable candidates to present for your review.

4. Interview & Evaluation

We facilitate structured interviews, evaluating candidates on leadership qualities, behavioural competencies, and cultural fit, to ensure alignment with your organisation's needs.

5. Offer Management & Onboarding

We manage offer negotiations and support the candidate through the onboarding process to ensure smooth integration and long-term success.

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Executive Coaching

ACS Executive Coaching: Empowering Leaders, Maximising Performance

At ACS Executive, we understand that exceptional leadership is the cornerstone of organisational success. With over 20 years of experience in executive coaching and recruitment, we offer a comprehensive suite of coaching services designed to unlock potential, foster growth, and drive sustainable results.

Our Coaching Philosophy

We believe in a personalised approach to executive coaching, recognising that each leader's journey is unique. Our coaching methodology is rooted in:

Self-Awareness: Helping leaders gain deeper insights into their strengths, areas for development, and behavioural patterns.

Strategic Thinking: Enhancing decision-making capabilities to navigate complex business landscapes effectively.

Emotional Intelligence: Cultivating empathy, resilience, and interpersonal skills to lead with authenticity and impact. (see later section)

Continuous Growth: Encouraging a mindset of lifelong learning and adaptability in an ever-evolving organisational environment.

Tailored Coaching Services

Our executive coaching offerings are designed to support leaders at various stages of their careers:

1. Emerging Leaders

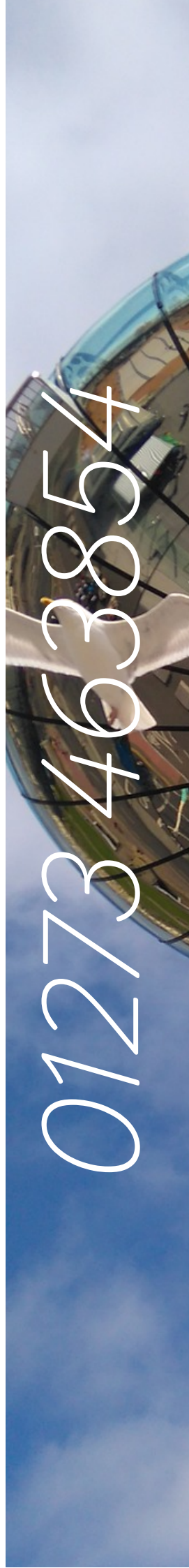
For high-potential individuals transitioning into leadership roles, we provide guidance to build confidence, develop leadership competencies, and align personal goals with organisational objectives.

2. Senior Executives

We partner with seasoned leaders to refine their strategic vision, enhance team dynamics, and drive organisational change. Our coaching supports executives in maintaining peak performance and navigating complex challenges.

3. C-Suite and Board Members

At the highest levels of leadership, we offer a confidential space to explore strategic dilemmas, stakeholder management, and legacy planning. Our coaches serve as trusted advisors, facilitating clarity and purposeful action.



Executive Onboarding

Executive Onboarding Based on The First 90 Days

A successful transition into a new leadership role is critical. At ACS, we align our onboarding approach with the proven methodology outlined in Michael Watkins 'The First 90 Days'. Combined with our use of emotional intelligence coaching (see later section), this enables new executives to quickly create value and avoid common pitfalls.

Our structured onboarding support leverages our Executive Coaches to:

- Accelerate learning
- Match strategy to the situation
- Secure early wins
- Negotiate success with key stakeholders
- Achieve alignment and build their team

Structured Success: The 90-Day Framework

Phase 1: Preparation (Before Day 1)

- Stakeholder alignment and expectations
- Organisational briefing and cultural insights
- Pre-start coaching and personal leadership plan

Phase 2: First 30 Days – Entry and Alignment

- Strategic learning: culture, politics, systems
- Building key relationships
- Clarifying expectations and deliverables

Phase 3: Days 31–60 – Quick Wins and Team Building

- Early performance improvements
- Team assessment and alignment
- Begin culture shaping and early communication wins

Phase 4: Days 61–90 – Strategy and Execution

- Define and communicate the leadership agenda
- Implement key initiatives
- Ongoing coaching and alignment with board/stakeholders

Why It Matters:

Executives who follow a structured transition process are more likely to succeed, build credibility faster, and deliver impact earlier.

Impact of Effective Onboarding

82% increase in staff retention: Organisations with strong onboarding processes see a significant boost in new hire retention.

69% higher retention rates: Employees who experience structured onboarding programmes are more likely to stay with the company for at least three years.

54% improvement in employee engagement: Companies with formal onboarding strategies report higher levels of employee engagement, fostering a sense of belonging and commitment.

60% increase in productivity: Effective onboarding can lead to a substantial rise in employee productivity, enabling new hires to contribute more effectively.

2.5x revenue growth: Organisations that invest in strong onboarding processes significantly higher revenue growth compared to those with less effective programs.



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Emotional Intelligence

Emotional Intelligence: The X-Factor in Leadership

At ACS Executive, we integrate emotional intelligence (EQ) into our Executive Onboarding and Executive Coaching processes because we recognise its critical role in effective leadership. Emotional intelligence is not only linked to higher performance but also to stronger relationships, better decision-making, and the ability to lead through change. By using the RocheMartin Emotional Capital framework, we are able to develop the emotional competencies that truly set successful leaders apart.

RocheMartin's 10 Emotional Capital competencies:

1. **Self-Knowing**
Awareness of your emotions and their impact on decision-making
2. **Self-Control**
Managing disruptive emotions and impulses
3. **Self-Confidence**
A strong sense of self-worth and capability
4. **Empathy**
Understanding and valuing others' emotions
5. **Relationship Skills**
Building and maintaining strong, collaborative connections
6. **Straightforwardness**
Communicating with clarity, honesty, and integrity
7. **Optimism**
Maintaining a positive outlook even under pressure
8. **Self-Reliance**
Taking initiative and responsibility with confidence
9. **Adaptability**
Adjusting to changing environments and challenges
10. **Achievement Drive**
Pursuing excellence and continuous improvement

Coaching for Leadership Impact

Using RocheMartin's Emotional Capital Report (ECR), we deliver insights and coaching tailored to your leadership context.

Our EI-based Coaching Helps Executives:

- Develop emotional awareness and regulation
- Strengthen communication and influence
- Enhance resilience and adaptability
- Create emotionally intelligent team cultures

Outcomes You Can Expect:

- Improved trust and collaboration
- Confident, composed decision-making
- Greater agility in dynamic business environments



Pricing & Guarantee

At ACS Executive, we offer a transparent, fixed-price model with a no win, no fee approach—meaning you only pay once a successful placement is made. This ensures our goals are fully aligned with yours. To give further peace of mind, all placements are backed by a comprehensive guarantee. Our executive coaching is also offered on a fixed-fee basis, tailored to the needs of each individual, ensuring clarity, consistency, and measurable value throughout the engagement.

Executive Search

For businesses that do not require onboarding, this service provides Executive Search to fill top-tier leaders in C-suite, Director, and senior positions.

Pricing: 25% of the starting salary.

Exclusive Search with Onboarding

A comprehensive service that includes Executive Search with bi-weekly coaching sessions over a 3 month period. Utilising Emotional Intelligence and the 90 day onboarding process to accelerate the performance of your new executive.

Pricing: 30% of the starting salary.

Note: We raise our invoice on the day your new executive starts, and payment is due within 14 days of this invoice.

Executive Coaching

Ongoing bi-weekly coaching sessions tailored to the needs of the individual to achieve the organisations goals. Utilising Emotional Intelligence as the core of leadership development.

Pricing: £1,750 per month.

Note: Coaching is delivered through live video sessions with a dedicated Executive Coach.

Guarantee

We stand by the quality of our placements and our process. If a new hire leaves within the first 3 months, we will provide a free replacement and if we have onboarded your executive we repeat this process, or if we cannot find a replacement within 90 days we will refund your fee on a sliding scale based on how long your executive was employed:

1-30 days: 100% refund

31-59 days: 75% refund

60-90 days: 25% refund

Note: all rebates and guarantees are subject to payment being made on time.

This guarantee provides you with peace of mind, knowing that if the leadership hire does not work out within the crucial first three months, we will take responsibility and ensure that you're not left without the support you need. Our goal is to ensure that the leadership talent you invest in is the right fit for your business, and we remain committed to your success.





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*"Partnering for
Your Success
- Guaranteed!"*