

# **FINDING LEADERS WHO DRIVE RESULTS**



**SEARCH  
SOLUTIONS FOR  
OIL & GAS  
PRIVATE EQUITY  
CLIENTS**

**PREPARED BY :**

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Founder & CEO

# OUR WHY

Executive talent acquisition in the private equity sector is a strategic process that requires precision and expertise. The stakes are high, with the success of portfolio companies hinging on exceptional leadership.

In business as in life, the right partner excels in navigating these challenges with you, leveraging global reach, advanced methodologies, and a deep understanding of the private equity landscape to deliver tailor-made executive search solutions.

We are passionate about driving results, and relentless in our pursuit of success.



MACKENZIE KASTL, CEO & FOUNDER

# WHY EXECUTIVE SEARCH MATTERS FOR YOUR BOTTOM LINE

Private equity firms require leaders who can drive growth, manage transformations, and navigate complex industries.

Identifying such leaders is crucial to:



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## + MAXIMIZE ROI

Strong leadership accelerates value creation during the investment lifecycle.

## + MITIGATE RISK

Skilled executives reduce operational and strategic risks.

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## + FOSTER INNOVATION

Dynamic leaders ensure companies adapt to evolving market conditions.

## + MARKET UNDERSTANDING

A full picture means a deep understanding of market trends and competitors.

# THE PROCESS

Trust who you choose to work with.

Executive talent acquisition is a strategic process that requires precision and expertise. The stakes are high, with the success of portfolio companies hinging on exceptional leadership.

Global talent acquisition firm Di Luccia & Partners excels in navigating these challenges, leveraging global reach, advanced methodologies, and a deep understanding of the private equity landscape to deliver tailor-made executive search solutions.

## OPENING THE SEARCH

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- Deep dive into the client's organizational culture, goals, and leadership requirements.
- Develop a detailed role profile aligned with company strategies.

## MAPPING AND ASSESSMENT

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- Conduct in-depth market research to identify target organizations and candidates.
- Build long lists, perform interviews, and curate shortlists based on strengths, weaknesses, and suitability.

## CLOSURE AND ONBOARDING

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- Perform reference checks and psychometric tests for objective assessments.
- Facilitate smooth negotiations and onboarding, maintaining close communication with clients and candidates.

# CASE STUDY: SUCCESS IN ACTION



A private equity firm in the oil and gas sector partnered with us to find a transformational leader for a portfolio company facing market volatility.

- **The Challenge:** Identify an executive with expertise in crisis management, sustainability, and operational excellence.
- **The Solution:** Leveraged our global network to identify top candidates. After thorough assessments, we placed a seasoned CEO who drove a 20% efficiency increase and positioned the company for long-term growth.
- **The Outcome:** The client experienced accelerated value creation and reduced operational risks, exceeding investor expectations.

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## WHY CHOOSE BLACK SWAN?

Our Founder & CEO, Mackenzie Kastl, is a Partner at global private equity executive search firm DiLuccia & Partners. The firm features tailor-made solutions for clients, and has a long track record of success in countries around the world.

- **Global Expertise:** Offices across 4 continents ensure a broad talent pool and market insights.
- **Proven Methodology:** Searches completed in 6-8 weeks with precision and care.
- **Commitment to Excellence:** Ethical practices, respect for diversity, and a relentless focus on client success.

# UNLOCK LEADERSHIP EXCELLENCE

At Black Swan Strategy, we specialize in connecting private equity portfolios with transformative leaders who drive growth and deliver results. Together with DiLuccia & Partners, we leverage a global network and unparalleled expertise to design bespoke executive search strategies tailored to your unique needs.

Contact Us today or visit [diluccia.com](https://www.diluccia.com) to discover how we can help you secure the leadership your portfolio deserves.