

Senior Management Due Diligence (SMDD)

Senior Management Due diligence (SMDD) is a covert solution for the companies who seek to hire strategic management personnel. It helps them to identify any potential adverse issues that could cause reputational damage to their brand and possible legal challenges.

SMDD helps an organisation to:

- **Identify potential issues that could cause reputational damage to their brand**
- **Identify any possible legal challenges due to past matters as well as to mitigate future risks**
- **Identify the management style and work ethics of the senior management personnel being hired**
- **Avoid costs and risks that a wrong hire at senior positions can cause to the company.**

Approach and Assistance

Human source intelligence

- Acquire information using human source intelligence, for an individual shortlisted to get hired for a post in the senior management at a company

Past Records

- Considering the past records of an individual to identify if there are any matters of fraud, sexual harassment complaints, victimization allegations, management style conflicts pertaining to the existing work culture
- Any previous promoter vs professional manager conflict due to stylistic or integrity issues, that the senior management personnel being hired could be the root cause of

Report

- Report information gathered and observations highlighting potential risks involved in hiring an individual shortlisted to fit in the senior management of the company

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