

The Algorithm is Hiring:

Where Human and Machine Intelligence Converge to Redefine Executive Hiring

by *Joe Hunt* | Hunt Executive Search

The Age of Intelligent Hiring

There's a growing consensus across boardrooms and investment committees: **AI won't replace people—but people who master AI will replace people who don't.**

The same holds true for leadership. The executives, investors, and boards who learn to harness hybrid intelligence—human judgment empowered by machine learning—will outcompete those still relying on instinct, pedigree, and politics.

For decades, executive hiring has been driven by subjective assessments, personal networks, and gut feel. While experience and intuition still matter, they're no longer enough. The cost of a bad executive hire—measured in missed targets, lost talent, and enterprise value destruction—is simply too high.

It's time to shift from guesswork to predictability. That's what the **LeaderShift Algorithm™** delivers.

The Leadership Selection Revolution

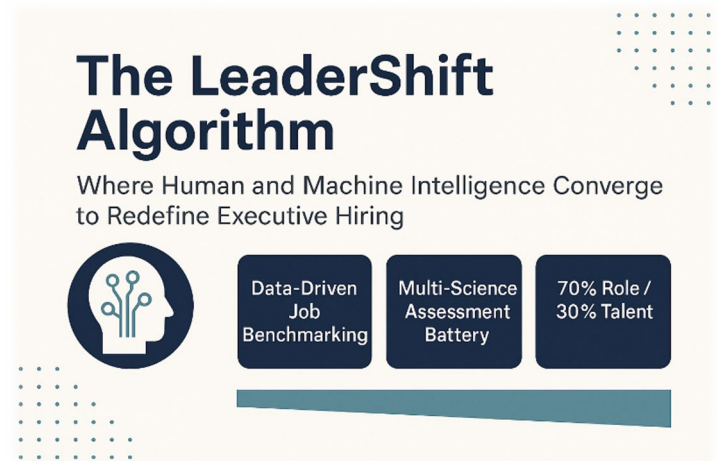
Hiring Is Still the Most Broken Process in Business

Despite billions spent annually on recruiting and assessment tools, the hiring process remains deeply flawed. Research shows that fewer than **25% of new hires turn out to be high performers** and cultural fits.

Typical processes fail because they:

- Use **shallow interviews** that don't reveal how candidates actually think or lead.
- Depend on **personality or AI screening tools** that eliminate great candidates or allow others to game the system.
- Conduct worthless reference checks with pre-selected friends rather than direct managers.
- Overlook the actual work to be done—focusing on résumés instead of results.

Most mis-hires stem from a **lack of honesty, consistency, and reliable data** in the process. This is exasperated by woefully inept stakeholder interviews.



The **LeaderShift Algorithm™** was designed to solve these problems by uniting the best of behavioral science, organizational strategy, and AI-enabled analytics into one seamless system.

The LeaderShift Architect®: Modeling the Work to Be Done

At the core of the LeaderShift Algorithm lies the **LeaderShift Architect®**, our proprietary system for defining and quantifying the *Work to Be Done (WTBD)* in any executive role.

Most organizations make hiring decisions based on **who they like**, not **what the role requires**. That's a strategic mistake.

Before assessing people, we first model the **work that creates the most value**—linking every role directly to the enterprise's **Value Creation Plan (VCP)**.

This is where the LeaderShift process diverges from traditional HR and recruiting approaches.

Each **Job Model** is built using our Enterprise GPS framework, which defines:

- **Level of work complexity** (aligned to the *7 Levels of LeaderShift*)
- **Technical deliverables** essential to the VCP
- **Competencies, attributes, and behaviors** proven to predict high performance at that level
- **Leadership track** (management vs. technical) and cross-functional interdependencies
- **Critical outcomes and metrics of success**

The output is a data-rich, role-specific benchmark—the digital blueprint of excellence for that job.

The LeaderShift Algorithm™ in Action

Step 1: Data-Driven Job Benchmarking

We use the LeaderShift Architect to define *exactly what success looks like* for each role, based on both business strategy and value creation.

This includes **hard data**—financial, operational, and cultural—and **human data**—competencies, motivators, and potential born from a combination of stakeholder interviews and LeaderShift assessment born from the **job to be done** speaking.

The Algorithm is custom curated and unique to the specific job to be done but was built and continues to learn from thousands of role profiles and outcomes to refine benchmarks, continually improving its predictive power.

Step 2: Multi-Science Assessment Battery

Every finalist is measured against the ideal benchmark using an integrated LeaderShift DNA **assessment battery** that includes:

DIMENSION

ASSESSMENT TOOL

PURPOSE

Behaviors	DISC	Communication & decision style
Motivators/Drivers	Values Index	Core energy and purpose
Acumen	Axiology	Judgment, capacity, and potential
Competencies	LeaderShift Competency Model	Executional and leadership skills
Critical Thinking	Cognitive/Analytical	Problem-solving & reasoning ability
Emotional Intelligence	EQ Index	Interpersonal agility & empathy
Leadership Risk Factors	Hogan Suite	Private equity-standard for derailers

The **LeaderShift Scorecard** aggregates this data into a composite score, visually mapping candidates against each other and the Job Model.

Where Top-grading sought to reduce “honesty gaps” in candidate evaluations, LeaderShift’s approach adds an **AI-driven objectivity layer** that cross-validates human input with algorithmic consistency.

Step 3: Intelligent Stakeholder Alignment

The LeaderShift Algorithm curates **custom interview guides** for each stakeholder based on candidate data. Questions are designed to elicit evidence around specific behavioral patterns, motivators, and gaps identified by the model—ensuring interviews are structured, revealing, and comparable.

This step transforms the subjective “art of the interview” into a data-informed dialogue that still preserves the human connection and intuition leaders rely on.

Step 4: Predictive Reference Validation

Finally, we triangulate insights through **validated 360° reference interviews**—not friendly endorsements, but in-depth conversations with past supervisors, peers, and subordinates.

These interviews are scored against the same LeaderShift Competencies used in the assessment phase. The result is a **Multi-Point Evidence Mosaic**—a fully integrated picture of each finalist’s capability, motivation, and predictive fit.

The Algorithmic Equation: 70% Role / 30% Talent

Traditional HR philosophy taught that success was **70% talent and 30% role clarity**. That was fine when companies grew slowly and stability was the norm.

But today, agility and alignment drive value creation.

In the modern enterprise, **role clarity accounts for 70% of success**—and talent is 30%.

The LeaderShift Algorithm operationalizes this principle by first quantifying the *work that matters most* and then aligning *the people who can best deliver it*.

When you align the right person to the right work at the right time, performance predictability skyrockets.

Why It Works: The Human + Machine Advantage

AI alone cannot predict leadership success. People alone cannot process enough data or avoid bias. But together, they create a powerful symbiosis.

The LeaderShift Algorithm integrates:

- **AI-assisted pattern recognition** to analyze contextual interview data, assessment data and behavioral language
- **Human interpretation and validation** by experienced search consultants
- **Comparative analytics** that show probability of success relative to other candidates and benchmarks
- **Learning loops** that refine the predictive model after every placement

This approach delivers a **90%+ likelihood of executive success**, confirmed through post-hire performance tracking and longitudinal validation.

Beyond Selection: The Continuous Value of the Algorithm

Once a leader is hired, the same system powers ongoing development, succession, and culture shaping.

The LeaderShift Architect is not a one-time tool—it's an **enterprise operating system for human capital**.

Applications include:

- **Succession planning and readiness mapping** across the 7 Levels of LeaderShift
- **Performance management** tied to value creation metrics
- **Cultural diagnostics and alignment analytics**
- **Leadership development pathways** personalized to each executive's profile

With each cycle, data compounds, insight deepens, and the organization's *human capital intelligence* grows stronger.

The LeaderShift Imperative: No More Excuses

It's no longer acceptable—or necessary—for companies to make excuses about their hiring processes.

We have the data. We have the tools. We have the intelligence.

Leaders who continue to rely on unstructured interviews, gut feel, or convenience are choosing risk over rigor. The **LeaderShift Algorithm™** eliminates that choice.

Most organizations fail at hiring not because their people are bad—but because their methods are outdated. LeaderShift replaces that failure pattern with a new discipline—a true **Leader Science** that fuses analytics, psychology, and value creation strategy.

Conclusion: The Future of Intelligent Leadership

In a world where the speed of change outpaces the speed of human intuition, intelligent hiring is not optional—it's existential.

Boards, investors, and CEOs who adopt the LeaderShift Algorithm are gaining a strategic edge: **precision, predictability, and performance.**

As leaders, we can no longer afford to be passive participants in the evolution of work.

AI won't make leadership obsolete. It will make **great leadership measurable.**

LeaderShift.ai is not just a technology—it's a philosophy.

It's the next generation of executive decision-making.

And it's how the Hunt Group helps organizations architect the future—one intelligent hire at a time.

Joe Hunt is a Managing Partner at Hunt Executive Search / Hunt Group, Inc., a boutique executive search firm that provides executive human capital *Insights. Solutions. Results.* to consumer goods & services, retail, and diversified industrial markets. Watch for the release of his new book **Enterprise GPS & LeaderShift Architect** – The Holy Grail of Human Capital – A Private Equity & C-Suite Playbook.

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About the Hunt Group

The Hunt Group is the leading human capital and private equity advisory firm specializing in consumer goods, diversified industrials, and related professional services. We partner with boards and c-suite executives to execute value creations plans through disciplined, data-driven talent strategies.



Through **Hunt Executive Search**, **TalentGate**, and **LeaderShift Architect**®, we enable organizations to build, align, and optimize leadership capital to deliver superior value creation.

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