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*Bloomberg Businessweek, Fortune, Entrepreneur & Money*

# The Experts in Finding Your Company's Next GameChanger

**"T**he traditional executive search model is broken," says Don Tuttle, Managing Partner at Top Gun Ventures. "Most firms use the same business model and processes they used three decades ago, and it produces a 40 percent failure rate. Is it any wonder why these firms only offer a one-year guarantee?"

Not so at Top Gun Ventures, where sending clients a short list of "good hires" isn't good enough. Instead, the firm focuses on finding GameChanger candidates who will take the client's business to the next level.

## GameChanger Candidates

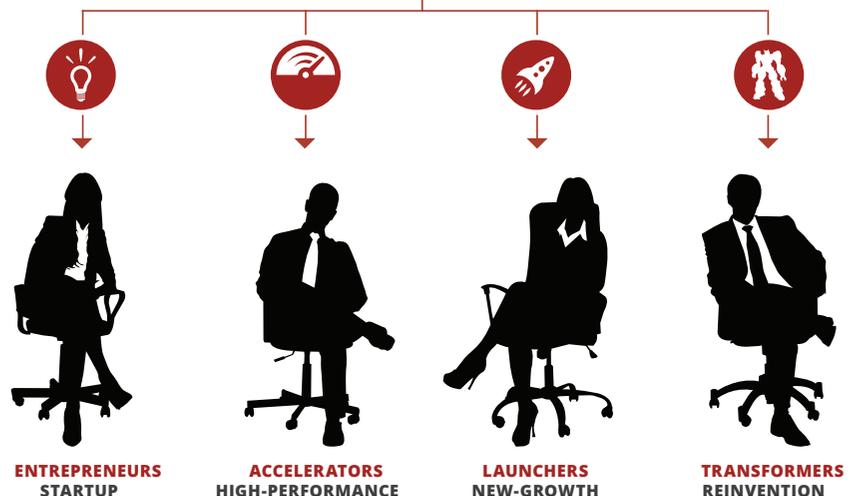
Top Gun Ventures first consults with clients to identify the most appropriate GameChanger Archetype for the company's current stage of business and future direction and goals.

"Instead of asking clients what kind of executive they're looking for, we ask what they want that executive to accomplish, what is the endgame, and what does success look like," says Peter Donovan, Managing Partner. "After defining specific tasks, we set must-have requirements for the candidate, and we don't compromise. It isn't enough to find candidates with good performance in their current roles. We look for GameChangers who can perform in a new company and business environment and achieve the tasks they are hired for."

At Top Gun Ventures, the firm's partners—not junior-level research employees—personally conduct every aspect of the recruitment cycle to ensure only the most proven GameChangers are pursued.

"Our partners all have business backgrounds, so we speak the same language as our executive candidates and understand their career paths," says Donovan. "We handpick the best GameChanger

**Top Gun Ventures puts the right GameChangers in the right seats at the right time.**



in the market, not those on the market looking for a new job."

## Guaranteed Results

In contrast to other firms' guarantees that are only good for 12 months, Top Gun Ventures offers results-based, multiyear, long-term guarantees. "For example, if a CEO is hired to transform a company over several years or take it to an IPO and it isn't accomplished, Top Gun Ventures will initiate a replacement search free of charge," says Donovan.

"A failed candidate not only costs a company four to seven times the executive's salary but also an exponential loss of productivity and market share opportunity," says Tuttle.

"We're in this business to get it right for clients the first time."

**T O P**  
**G U N**  
V E N T U R E S

**GameChangers. Guaranteed.**

Founded in 2002 and actively growing, Top Gun Ventures has offices in Austin, Boston, Dallas, New York, Palo Alto, Seattle, and St. Louis. Contact **GameChangers@topgunventures.com** or visit **topgunventures.com** for more information.