

The Bryan Group NSHE Chancellor Search

This graphic was created to illustrate the elements of the NSHE Chancellor search. The Bryan Group (TBG) is thrilled to have been chosen to guide this process because our team lives in Nevada and cares deeply about education in our state. We welcome community questions because this search may look different than others with which you may be familiar. The search will include our proprietary tools and methods that are highly effective and not available from any other firm. The process is fully competency-based and results in significant bias reduction since selection is based on valid and measurable criteria, not opinion.

Why TBG?

Every service we offer is backed by 40 years of applied competency research into what makes someone a superstar performer in the education sector.

Step 1

Define Search Committee Responsibilities

- a. Establish search parameters including deliverables and timelines
- b. Clarify committee member roles

Step 2

Gather Community Input

Collect key stakeholder input for the development of Chancellor selection criteria

Step 3

Create Chancellor Selection Criteria

- a. Must be detailed, valid, measurable
- b. Includes roles, competencies, leadership styles & failure factors
- c. Access TBG research-based resources

Step 4

Recruit Qualified Candidates

- a. Create application packet requirements, including philosophy statements
- b. Distribute brochure and online ads
- c. Send the opening to the TBG mailing list. All involved are networking.

Step 5

Screen Candidates

- a. Create a detailed candidate evaluation form to be used with every screening activity
- b. Screen Applications to identify those moving forward
- c. Conduct short & long Guided Storytelling Interviews (GSI) to identify semi-finalists and finalists

Learn more about GSI below!

Step 6

Plan On-Site Meet & Greet Activities for Finalists

- a. Forums in northern & southern Nevada
- b. Selection criteria surveys completed by stakeholders after participation in M&G activities (online or in person)
- c. Candidate interviews with whole Search Committee after M&G event

Step 7

Create Final Evaluations and Recommendations

Guidance materials for the Search Committee provided on how to evaluate the finalists and to come to a "best fit" decision

Guided Storytelling Interviews (GSI)

Developed by Dr. Bill Bryan, Ph. D., GSI is the only interview method to truly reveal whether someone has the competencies required for a job. This unique methodology is used for all TBG interviews and greatly increases the utility and equity of candidate interviews.

What are the advantages to the TBG approach to search? **First**, this process uses research-based, cutting edge, behavioral science best practices which result in identifying the candidate that will best fit NSHE. **Second**, evaluation bias is greatly reduced through the use of data-based selection criteria and the application of guided storytelling to the interview process. These critical elements of the search level the playing field for all candidates. **Third**, this process builds the capacity of NSHE's team with skills applicable to future hiring situations for other positions.

Contact The Bryan Group with any questions on the NSHE Chancellor search:
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