



About me

Hello, I'm John Compton, the President of Agile Search.

I've had the opportunity as a Division-I athlete, member of the military, and entrepreneur to gain a unique perspective on the fundamentals of building high performing teams.

After graduating from the US Military Academy in 1994, I worked in the Academy's Center for Enhanced Performance, where I learned and applied peak performance principles for individuals and teams and subsequently served in the U.S.A and abroad as a Ranger qualified, Army MP Officer

Following my service in the military and five years in business development, I started Agile Search as part of Babson's Executive MBA program. For the past 19 years, I've led Agile Search to help companies grow and careers flourish, and I'm grateful for the opportunity.

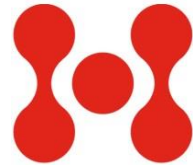
This quote from a former client is the inspiration and motivation for helping our customers accomplish their biggest goals.

“The problem of how to build teams in a way that maximizes the chance of success is everything. Yet, many companies don’t address it well because it’s not easily solved or understood.”



Christopher Velis
Medtech Entrepreneur, Strategist, Investor
(co-founder of Auris Surgical, \$6B+ exit,
largest in medtech history)

Some **Clients** (current or former) and **Partners**



After more than 20 years of recruiting for nearly every position and working with hundreds of employers in MedTech and Digital Health, I'm now offering a total-solution, purpose built to help our clients optimize their hiring, so they can build the strongest teams possible.



Our model is simple and effective:

We apply proven principles that help companies
build the strongest teams possible
so, they can *outperform business expectations.*





Introducing **Some** of these proven principles...

The **7-Critical Assessment Factors** for **predictably** hiring top performers

Professional Competence + Growth Mindset

Demonstration of continuous improvement in professional skill area and track record of impact and growth

Demonstration of curiosity and aptitude for learning and applying new skills outside of main professional skill area

Perspective + Cultural Fit

Demonstrates the ability to thrive in the inherent conditions and work environment of the organization

Communication + Debate of Ideas

Demonstrates an ability to express ideas, emotions, and thoughts in a highly effective manner

Skilled in listening and debating ideas and courses of action and strong ability to consider other points of view

An Intrinsic Drive for Success

Demonstrates a strong hunger to succeed, stay positive, and never give up even when faced with setbacks

Team Action Oriented

Demonstrates a propensity to anticipate needs, propose solutions or get involved to address not only individual challenges but challenges affecting the team or greater organization

Humble

Demonstrates knowledge of one's own shortcomings and a tendency to not exaggerate personal results

Flexible + Adaptable

Demonstrates ability to adjust plans as conditions change and adapt to other courses of action



To a certain degree, understanding and applying these 7-Critical Factors will improve the success rates for anyone's hiring...

however, applying these factors are just the start

of how we *optimize* the *complex team building equation*.

We help our clients solve this, so they can reap the rewards.



What Makes Agile Search different?

We provide a total solution comprised of executive search and support to existing (or non-existing) talent acquisition programs.

We customize your solution by applying the top leadership competency assessments, team culture, and skill assessment models used by the world's most successful companies (we're happy to share more about how we do this in a [strategy call](#)).

We help optimize

- ✓ planning
- ✓ recruitment
- ✓ assessment
- ✓ selection
- ✓ retention

So, you can more predictably hire top performers, and build the strongest team possible.



Thank You! Please [contact us](#) to learn more.



Start by doing what's necessary,
then do what's possible, and
suddenly you are doing the impossible.