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Letter of Reference for Jay Kshatri – The Kensho Group

I have worked closely with Mr. Kshatri as an executive client for 90 days. In this relatively brief period of time I am totally impressed by his thoroughness, thoughtfulness and ability to offer effective coaching. As a senior executive with a Fortune 100 company I have partnered with many contingent and retained search firms, including Korn Ferry, Russell Reynolds, and Spencer Stuart, and I have found The Kensho Group's service to be "best-in-class".

For instance, at Jay's request, I provided the Kensho Group with a broad range of references. The references were a sampling of direct reports, managers, peers, and suppliers. Jay called every reference and had a detailed discussion with each. A senior VP called me and said, "The interview was the most in depth discussion I had since I applied for the US Naval Academy". Many search firms did not call any of my references while others used it as a way to increase their client base. This includes some of the most prestigious retained search firms in the industry.

I believe Mr. Kshatri is trying to deliver an ideal match for the client and the candidate. He provides the pros and cons upfront for all positions touted. He works with his candidates to prepare effectively for their interviews through coaching and provides detailed research of the client firm. Other top recruiters have sent me position specifications and often suggest I modify my resume to reflect the requirements. I strongly feel Jay and the Kensho Group are trying to assist in finding the right match for both the candidate and the client, while others try and "fill a hole with a warm body".

An area where I found Jay and his team to be very helpful was in the education of the search process. He succinctly laid out the framework and provided excellent reading materials for interview preparation. I also enjoyed the candid preparatory and debriefing phone discussions. I am confident going through this life changing experience with a qualified and caring guide has also made me a better leader and coach.

In writing this letter I hope to persuade you of one thing: Jay Kshatri of the Kensho Group is the most prepared and thoughtful executive recruiter available.

Sincerely,
Ray Oliver

Former Director of Information Technology, Pepsico Bottling Corp and now **CTO, Creditek**
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