

How Busy Executives Take Control of Their Next Career Moves

Today's senior executives are busy, and only getting busier. It's not competence or productivity that present obstacles for most executives in moving their career ahead, it's a lack of bandwidth. They need to be constantly racing through a packed agenda. As a result, executives risk missing out on opportunities because they cannot put the time in to find them.

But what if this continuous struggle for time starts to become detrimental to an executive's own career progression? Senior executives are so busy that they often don't have time to prioritise their own career development. How can they ensure they are making themselves available to newer and attractive opportunities?

[Research](#) shows that the average tenure per executive position is just three years, with 39% of executives staying in their roles for two years or less. One of the reasons for this is because they believe companies are no longer loyal to their top-performing executives.

What's more, 65% agreed that staying in the same company for too long may damage their own career trajectories, despite having already made it to a senior level. Ultimately, executives may become stifled in roles that are insufficiently evolving, in companies where they are insufficiently valued.

But how does a senior executive go about looking for a new role? Research shows that an overwhelming [90%](#) of executive opportunities are hidden. Executives need insight into what the current job climate looks like for senior leadership, as well as the ability to confidentially signal openness to change to search firms without causing disruption to their current role. But [research](#) found that only 20% of senior executives feel they have visibility into relevant job roles available to them. A further 65% report having found out too late about an executive position for which they would have liked to be considered by search firms.

There is a clear appetite from executives for greater visibility and efficient access to the highly-fragmented universe of search firms. C-level executives need clear insight into their 'invisible' market of career opportunities to take control of their own career destiny.

HYPER (www.hypertalent.com) creates transparency while maintaining discretion in the hidden market of executive search, allowing Executives to take control over their next career moves while being able to focus on their current role. Hyper provides one-to-many access to executive search firms, visibility into current demand for leadership talent, and levers for moving one's self into opportunity sweet spots.