

“TOP 50”

INTERVIEW QUESTIONS

EXECUTIVE VICE PRESIDENT

1. Have you been responsible for developing and overseeing the building of a written long term Strategic Plan? Describe the process you used.
2. What type of Quality Management System (QMS) have you implemented at other companies?
3. In previous roles what departments reported directly to you?
4. In your last 3 positions what role have you played in driving top line revenues?
5. From an operational perspective what have been your biggest wins?
6. What experience do you have leading a large diverse team?
7. What International expansion experience have you had and what was your role?
8. What strategies have you used to successfully communicate a company's culture in previous positions?
9. What strategies have you developed in building alignment within an organization?
10. What are your thoughts around remote work?

For additional questions go to: www.DirectSalesExperts.com

ABOUT DIRECT SALES EXPERTS INC.

Direct Sales Experts is a global Executive Search Firm that specializes in “Leadership Identification”. Their focus is the Direct Sales, Network Marketing, MLM, Party Plan and Social Selling channels. At Direct Sales Experts they have spent a lifetime building relationships with the channel's strongest leaders. By utilizing a network of 50,000 executives, their focus when working for you is to identify, interview, qualify and deliver quickly high performing proven leaders to help grow your business. Many of the world's leading Direct Sales Organizations seek advice and council on Executive Recruiting, leadership development and succession planning.



CRAIG A. FLEMING
FOUNDER AND CEO



DirectSalesExperts.Com | 407.489.3351 | Craig@DirectSalesExperts.com

Name of Candidate: _____

Date: _____ Time: _____ Interviewer: _____

ANSWERS:

- 1 _____
- 2 _____
- 3 _____
- 4 _____
- 5 _____
- 6 _____
- 7 _____
- 8 _____
- 9 _____
- 10 _____

COMPANY PRIORITIES:

Check the Box Yes or No if the person fits in the organization and then rank 1-10 with 10 being a perfect fit.

	Fit Y/N	Ranking 1-10	Thoughts
Culture	_____	_____	_____
Leadership	_____	_____	_____
Skill Sets	_____	_____	_____
Articulation	_____	_____	_____
Team Player	_____	_____	_____
Management Style	_____	_____	_____
Attitude	_____	_____	_____
Enthusiasm	_____	_____	_____
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Appearance	_____	_____	_____
Vision	_____	_____	_____
Mission	_____	_____	_____
Strategic Thinking	_____	_____	_____
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TOTALS	_____	_____	_____

INTERVIEWER FINAL THOUGHTS: _____

TOP

INTERVIEW QUESTIONS

EXECUTIVE VICE PRESIDENT

11. How would your last boss describe your management style?
12. Describe a difficult situation you faced as an executive and how you handled it.
13. How do you keep up to date with industry trends and changes in the market?
14. How have you demonstrated leadership in your previous roles?
15. Describe your management style and how it has evolved over time.
16. What do you consider to be your greatest strengths as an executive, and how have you leveraged them in your previous roles?
17. What are some of the biggest challenges you see facing our industry, and how do you plan to address them?
18. What do you see as the most important skills for an executive in this position?
19. What KPI's do you use to measure the success of your team and company?
20. Describe a time when you had to make a difficult decision that was unpopular with some members of your team.

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- 11 _____
- 12 _____
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EXECUTIVE VICE PRESIDENT

21. How do you prioritize tasks and manage your time effectively?
22. How do you approach risk management and decision-making?
23. What experience do you have with mergers and acquisitions, and how have you handled them in the past?
24. What are your thoughts on diversity and inclusion in the workplace, and how have you fostered a culture of inclusivity in your previous roles? How important is packaging within a direct sales company?
25. Describe a time when you had to lead through change and how you navigated it.
26. How have you demonstrated your ability to build relationships and communicate effectively with stakeholders?
27. What do you think are the key drivers of employee engagement, and how have you fostered engagement in your previous roles?
28. How do you develop and maintain a strong corporate culture?
29. How do you motivate and inspire your team to achieve their goals?
30. How do you balance short-term objectives with long-term strategic planning?

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EXECUTIVE VICE PRESIDENT

31. What experience do you have with international business and global expansion?
32. What are your thoughts on the use of technology in business, and how have you implemented technology solutions in your previous roles?
33. How do you develop and execute a successful business strategy?
34. What are your thoughts on corporate social responsibility, and how have you incorporated it into your previous roles?
35. What is your approach to talent management and development?
36. How do you approach conflict resolution in the workplace?
37. How do you ensure that the company's financial goals are met?
38. Describe your experience with budgeting and financial planning.
39. How do you collaborate with other executives and stakeholders to achieve company objectives?
40. What are your thoughts on the importance of customer satisfaction, and how have you implemented strategies to improve customer experience?

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EXECUTIVE VICE PRESIDENT

41. Describe a time when you had to lead a project that faced significant challenges, and how you overcame them.

42. What experience do you have with crisis management, and how have you handled crises in the past?

43. What are your thoughts on the importance of innovation in business, and how have you fostered innovation in your previous roles?

44. How do you ensure compliance with legal and regulatory requirements?

45. How do you handle conflicts of interest or ethical dilemmas?

46. How have you developed and executed a successful marketing strategy?

47. What experience do you have with supply chain management, and how have you optimized supply chain operations in the past?

48. Describe a product that you developed that incorporated a demo that had never been done before?

49. What experience do you have in product registration and labeling internationally?

50. What questions do you have for us and or any final comments?

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