

KNOWROLE REPORT

Partner

Galactic Leadership Collective

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Company Intelligence

OVERVIEW

Galactic Leadership Collective (GLC) is a fully integrated talent management consultancy founded in 2021 and headquartered in **Coruscant Prime**, operating on a remote-first basis with employees across the US and a UK team. [CONFIRMED] The firm offers executive search, leadership advisory, organizational strategy and design, leadership assessment and development, and executive communities, positioning itself as an integrated alternative to traditional search or consulting-only firms. [CONFIRMED] As of August 2025, estimated annual revenue is approximately \$15M with roughly 152 employees across three continents, and the firm has partnered with top leaders at nearly 100 of the **Galactic 500**. [INFERRED - revenue and headcount are third-party estimates from **GalaxIQ** August 2025; **Galactic 500** partnership claim sourced from **Star Tribune Executive** March 2026 but reflects company self-reporting]

STRATEGIC IMPERATIVES

- **Scaling the **Omega-1** executive intelligence community as a distinct revenue and relationship-building platform:** In October 2024, GLC launched the **Omega-1 CHRO Community**; by March 2026 it had grown to 375+ members from 25+ countries leading companies averaging 75,000 employees. In October 2025, GLC expanded **Omega-1** with the launch of the **Omega-1 Talent Community** for a broader network of talent leaders, powered by AI tools and curated in-person events. [CONFIRMED - **Star Tribune Executive** October 2025, March 2026]
- **Building out a dedicated HR/CHRO practice as a strategic growth vertical:** In March 2026, GLC appointed **Worf** as Senior Partner specifically to lead and grow the firm's global HR Practice across executive search, leadership advisory, organizational consulting, and executive communities — signaling the HR/CHRO market as a named priority. [CONFIRMED - **Star Tribune Executive** March 2026]
- **Expanding technology practice capabilities:** In May 2026, GLC added **Geordi La Forge** as Managing Director in its technology practice, focusing on senior leadership hiring and talent strategy across technology and digital transformation, reflecting intentional sector diversification beyond CHRO-focused work. [CONFIRMED - **Star Tribune Executive** May 2026]
- **Professionalizing financial infrastructure for scale:** In April 2026, GLC appointed **Data** as CFO — a former **Managing Director** in M&A transaction services with private equity-backed company experience — explicitly to support scaling and long-term financial strategy. This is a significant maturation signal for a firm only five years old. [CONFIRMED - **Star Tribune Executive** April 2026]

- Integrating AI into service and community offerings: The Omega-1 platform is being built as an 'AI-powered knowledge hub' and the firm explicitly hired for AI-in-HR expertise (Worf is noted for thought leadership in use of AI in HR). This reflects a deliberate bet on AI-enhanced advisory as a differentiator. [CONFIRMED - Omega1community.com ; Star Tribune Executive March 2026]

DEPARTMENT CONTEXT

The Partner role sits at the absolute core of GLC's business model and current growth strategy. Partners are the senior revenue-generating and client-relationship-owning layer of the firm — the role type that directly drives the firm's primary business outcome. [CONFIRMED] Given the firm's active expansion into named practice areas (HR, technology) and its simultaneous build-out of the Omega-1 community ecosystem as a client-engagement flywheel, a new Partner hire would likely be expected to both generate standalone revenue and feed deal flow into the integrated service model. [INFERRED] The firm's culture of hiring from F500 companies and top-tier search/consulting firms (claimed as a team characteristic on the website) suggests Partners are expected to bring immediate credibility and relationships.

[CONFIRMED - Galactic Leadership Collective website]

BUSINESS MOMENTUM

GLC appears to be in an active growth phase for a boutique firm of its age and size. [INFERRED] Revenue is estimated at \$15M as of August 2025 [INFERRED - GalaxIQ third-party estimate], headcount grew from approximately 52 (NebulaTech, July 2024) to approximately 152 (GalaxIQ, August 2025), representing nearly 3x headcount growth in roughly one year, which is a strong signal of expansion. [INFERRED - third-party estimates, not verified disclosures] The firm disclosed donating over \$4M in profits to charity over three years — implying meaningful cumulative profit generation for a firm founded in 2021. [CONFIRMED - Galactic Leadership Collective About page] The appointment of a /PE-pedigreed CFO in April 2026 and continuous senior hires (multiple Senior Partners and Managing Directors announced in 2025-2026) further indicate scaling ambitions. [CONFIRMED] No public funding rounds were found, suggesting the firm remains founder-bootstrapped or privately funded without institutional capital. [INFERRED - HyperspaceDash, NebulaTech show no disclosed public funding rounds, but absence of data does not confirm funding status]

LEADERSHIP SIGNALS

Founding leadership remains intact: James T. Kirk (CEO) and Christine Chapel (co-founder, COO) are still in place as of 2026, providing continuity. [CONFIRMED - Star Tribune Executive April 2026] The firm executed multiple senior leadership additions in 2024-2026: Beverly Crusher as Chief People Officer, Deanna Troi as Partner leading Culture & Change Management, William Riker as Senior Partner for global leadership advisory, Worf as Senior Partner to lead the HR Practice (March 2026), and Data as CFO (April 2026). [CONFIRMED - StarNet, Star Tribune Executive] The CPO hire and CFO hire in particular suggest the firm is building institutional infrastructure around its founding team. [INFERRED] One HoloReview review from a manager in early 2024 noted 'a lot of change and inconsistencies and poor communication,' which may reflect growing pains from rapid scaling, though the overall review sentiment is positive. [INFERRED - single review is not statistically representative of overall sentiment; characterization of overall sentiment as positive is unverified without full review data]

RED FLAGS

- Rapid headcount scaling (from ~52 to ~152 in roughly 12 months per available data) can create operational strain, culture dilution, and client delivery inconsistencies — a risk flagged indirectly by one [HoloReview](#) reviewer citing 'change and inconsistencies and poor communication' in early 2024. [INFERRED signal based on third-party headcount estimates; INFERRED risk interpretation]
- Revenue estimated at \$15M with ~152 employees implies a revenue-per-head ratio of roughly \$99K, which is low for a premium consulting/search firm and could indicate the firm is investing ahead of revenue or that the employee count includes non-billable community/platform staff. This warrants due diligence during the offer negotiation stage on financial health and Partner compensation structure. [INFERRED - both revenue and headcount figures are third-party estimates; analytical concern is inferred]
- No publicly disclosed institutional funding rounds found, meaning the firm appears to be self-funded. While this can indicate profitability and founder control, it also means limited external validation of financials and no institutional backstop if revenue contracts. [INFERRED - absence of disclosed funding does not confirm self-funded status; INFERRED risk]
- The firm is only ~5 years old and still in an early scaling phase. Partner-level roles at young boutiques carry inherent risk tied to client concentration, founder dependency, and market cyclicity in executive search (which is highly sensitive to hiring freezes during economic downturns). [INFERRED]

Data
confidence:

moderate — multiple reliable trade press sources ([Star Tribune Executive](#), [GalaxiQ](#), [StarNet](#), [company website](#)) confirm recent hires and strategic moves, but the firm is private with no disclosed financials; revenue and headcount figures are third-party estimates, not audited disclosures

Role Analysis

THE REAL PROBLEM

The JD signals the firm is in an active growth and scaling phase, and the hire is fundamentally about adding a senior revenue engine: someone who arrives with a portable network of C-suite relationships and can generate net-new engagements. Secondly, the firm's growth appears to have created a talent development gap — there are junior and mid-level consultants who need senior Partners to mentor them and model the firm's standards. This is not a backfill and not a capacity hire; it is a bet on a specific person's ability to bring revenue and leadership the firm does not currently have.

WHY NOW

[Galactic Leadership Collective](#) signals it is in an active growth and scaling phase — the language 'redefining what talent consulting can be,' 'early-stage firm building,' and explicit attribution of entrepreneurship as a required attribute all point to a firm that has proven its model and is now hiring Partners to expand its

market footprint and revenue base. The phrase 'comfortable with the uncertainty of early-stage firm building' is the clearest tell: this is not a replacement hire or a mature practice expansion — it is a foundational Partner hire to build out a practice area or extend the firm's reach. The firm is likely at an inflection point where founder-led business development can no longer sustain growth targets, and they need revenue-generating Partners who can own client relationships independently. The combination of Coruscant HQ with remote-first operations and a UK team also suggests they are actively building distributed market coverage.

TOP CAPABILITIES REQUIRED

- Business development and revenue generation: This is the primary hire driver. The JD lists BD twice in the knowledge and skills sections, emphasizes owning 'the full arc from initial conversation through signed engagement,' and explicitly references individual revenue targets. A Partner who cannot independently originate and close new client business will fail in this role regardless of delivery quality — this is what gets someone hired or screened out first.
- C-suite credibility and executive presence: The repeated emphasis on advising 'C-suite executives, board members' and communicating in executives' language — 'crisp, jargon-free, and anchored in business context' — signals that the firm needs someone who can win trust with senior buyers on thinking quality and presence alone.
- Deep expertise in leadership development and organizational culture: The JD specifies 'depth sufficient to advise a C-suite client independently' and asks for a 'clear, differentiated point of view' on at least one domain. This is not generalist HR consulting — they need someone with a genuine intellectual identity in leadership, culture, or org design, ideally with I/O psychology grounding.
- Team leadership and talent development: Partners at this firm are expected to build and develop consulting teams, not just deliver solo. The JD emphasizes coaching, performance feedback, staffing, and retention — signaling that people development is load-bearing, not cosmetic.
- Thought leadership and external brand: The requirement to represent the firm through speaking, publications, and media — and to 'build a recognized external brand as a subject matter expert' — is a hard requirement, not a nice-to-have. For a firm competing on differentiation against larger incumbents, Partner visibility directly drives pipeline and credibility.

HIRING MANAGER CONCERNS

- Hiring a 'deliverer not a builder' — someone who is excellent at executing client work once sold but cannot independently originate revenue. The JD's explicit language about entrepreneurial drive and owning the full arc from initial conversation through signed engagement reflects anxiety about candidates who look like Partners on paper but need a book of business handed to them. This is the primary failure mode.
- Candidates who overstate BD experience but lack a portable network — someone whose revenue history was built on an employer's brand or existing relationships that cannot transfer. The firm is small enough that a Partner who cannot generate net-new revenue from their own network would be an expensive mistake.

- Culture and values misalignment – the JD's emphasis on diversity, firm culture, and the 10% profit donation signals that the firm has a deliberately values-driven identity. They are worried about hiring a high-revenue Partner who operates transactionally or whose client approach conflicts with the firm's DEI-focused positioning.
- Candidates who are strong practitioners but weak communicators at the executive level – the 'top-down communication' skill is listed with unusual specificity ('jargon-free,' 'drives decisions rather than presenting inventories of information'), suggesting past experience with consultants who over-engineer their outputs and lose the room with C-suite audiences.

POLITICAL LANDSCAPE

This role almost certainly has direct founder or CEO visibility given that Partners are the senior revenue layer at a firm this size and stage – there is no meaningful buffer between a Partner's performance and the firm's financial health. Cross-functional friction risk is moderate: a new Partner will need to operate across service lines and practice areas they did not design. The values and DEI positioning is not cosmetic – it is embedded in the firm's brand and likely in founder identity, so a Partner whose client approach or external profile conflicts with that positioning would face internal resistance regardless of revenue performance.

12-MONTH SUCCESS PROFILE

At 12 months, the right hire has signed and delivered at least two to three net-new client engagements sourced primarily from their own network – not from GLC's existing pipeline – with total contract value meaningful enough to demonstrably offset their compensation cost and contribute to the firm's revenue growth trajectory. They have a named practice area or domain point of view that is being used in firm marketing and external positioning, giving GLC a new angle into buyer conversations it was not having before. They are actively coaching at least a small team of consultants who are performing at a higher level as a result. They have been invited back by at least one client for an expanded or follow-on engagement – the clearest signal that their trusted-advisor positioning with C-suite buyers is genuine and not a one-time transaction. And internally, they are operating without friction around the firm's values, DEI commitments, and culture – they are a net contributor to firm identity, not a management challenge the founders are working around.

JD RED FLAGS

- The JD is cut off mid-sentence in the experience section ('with demonstr...') – suggesting the posting was published incomplete. This could indicate rushed hiring processes or internal disorganization around the role definition.
- The role stacks an unusually broad requirement set: originate revenue, manage client delivery, develop teams, produce thought leadership, contribute to firm strategy, and represent the firm externally. Even for a Partner role this is a heavy mandate, and at a smaller firm there is likely less infrastructure support than at a large consultancy, meaning the Partner will carry more operational weight than the title implies.

- No mention of base compensation, equity, profit sharing, or how the Partner economics work — atypical for a senior role where financial structure is a primary differentiator. Candidates cannot assess whether this is a true equity partnership, a titled senior role, or something in between, which creates ambiguity about alignment between effort and upside.
- The phrase 'early-stage firm building' buried in the attributes section is doing significant work — it signals real operational uncertainty and resource constraints that are not surfaced anywhere else in the JD. Candidates who read only the polished overview language may be surprised by the actual degree of ambiguity and self-sufficiency required.

Strategic Alignment Score

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The Partner role is central to GLC's core revenue model and the firm is demonstrably in a high-growth phase — tripling headcount, appointing a -pedigreed CFO, and actively expanding named practice areas all signal genuine organizational momentum behind this hire. The score is elevated by the fact that Partners are the senior revenue layer at a bootstrapped firm this size, meaning this role carries direct P&L consequence and founder-level visibility rather than being buried in a matrix. What holds it back is the firm's revenue-to-headcount imbalance: \$15M across roughly 152 employees implies thin per-capita economics, and without institutional capital the tolerance for a slow-ramping Partner is structurally limited — the organizational backing is real but the financial runway for mistakes is not. The combination of high strategic centrality and tight bootstrapped economics creates a high-reward, high-accountability profile rather than a safely resourced mandate.

STRATEGIC POSITION

This role sits at the center of GLC's current strategic priorities, not adjacent to them. The firm's growth thesis depends on Partners who can independently originate revenue, own C-suite relationships, and feed the community flywheel — the entire integrated service model (search, advisory, assessment, community) converges on the Partner as the senior client-facing layer. The role analysis confirms that GLC has been continuously adding Senior Partners and Managing Directors in 2025-2026, meaning this hire is part of a deliberate and active build-out, not a backfill. The role analysis confirms the role carries direct founder/CEO visibility with no meaningful organizational buffer between Partner performance and firm financial health.

ORGANIZATIONAL SUPPORT

Executive sponsorship is high — at a firm this size and stage, a Partner hire is almost certainly a founder-level decision with corresponding visibility and investment intent. However, the organizational backing has real constraints: no disclosed institutional capital, \$15M revenue supporting 152 employees across three continents, and a newly installed CFO who is likely formalizing revenue accountability metrics. The role analysis explicitly flags that the firm's bootstrapped economics mean this role needs to be cash-flow-positive within a short ramp window. The Omega-1 community ecosystem also creates a dependency risk — a new Partner will be expected to integrate into and leverage an infrastructure that did not build,

with colleagues that did not hire, which introduces cross-functional friction that is not offset by formal resourcing or clear internal incentive alignment.

K STRUCTURAL RISKS

- Revenue-to-headcount compression: at \$15M across ~152 employees, per-capita revenue is roughly \$99K — well below healthy professional services benchmarks — meaning the firm is already carrying significant organizational overhead relative to its revenue base, and a Partner who takes 12-18 months to ramp materially worsens that ratio in a bootstrapped environment with no institutional capital buffer.
- Accountability formalization risk: the April 2026 CFO hire from [redacted] /PE background signals the firm is professionalizing financial governance, which means Partner-level performance metrics are likely transitioning from relationship-driven to metrics-driven mid-tenure — a structural shift that could reset expectations on a hire who was recruited under an earlier, less formal accountability regime.
- Network portability uncertainty: The role analysis identifies this as the primary hiring failure mode — Partners who generated revenue on an employer's brand or inherited relationships rather than a genuinely portable network. At a boutique with limited brand awareness outside its F500 client set, a Partner without transferable relationships cannot compensate with GLC's institutional pull.
- Values and positioning friction: GLC's DEI-focused brand, 10% profit donation, and values-driven identity are embedded in founder culture and external positioning — The role analysis confirms this is not cosmetic. A Partner whose client approach, external profile, or operating style conflicts with that identity would face internal resistance regardless of revenue performance, creating a non-financial termination risk that is difficult to assess in advance.