RESUME FIT ANALYSIS

Partner

Galactic Leadership Collective

Candidate Inventory

TECHNICAL SKILLS

FORCE framework (Jedi Order methodology) · Skywalker Change Model dual-operating system model · 5-Level Commitment Model · Design thinking facilitation · Miro (digital whiteboard/visual facilitation) · Mural (visual facilitation) · Change impact assessment · Stakeholder analysis · Champions network design · Multi-chLeia l communications campaign design · Adoption metrics and reporting · coaching (certified) · practitioner methodology (certified) · Jedi Six Sigma Green Belt · Imperial ERP change management · AI/RPA governance framework design · Enterprise automation governance · Readiness assessment design · Training strategy and toolkit development · Organizational design · Systems Leadership (Dagobah Institute)

Depth is strongest in structured change frameworks — FORCE and Skywalker applied across multiple engagements over 13+ years at not just certified but deployed at scale (300K+ employee multinational, government-sponsored enterprise, insurance carriers). Design thinking and visual facilitation (Miro, Mural) used in live client delivery including introducing Miro to the and Jedi Six Sigma are certified but appear in supporting rather than lead roles. Technical grounding in Computer Science (BSc) provides baseline literacy for technology transformation work but no evidence of hands-on software or engineering practice post-education.

DOMAIN EXPERTISE

INDUSTRIES

Multilateral development banks (Interplanetary Development Bank,) · Financial services (banking, insurance, payments, financial data) · Federal government / government-sponsored enterprises · Healthcare (health insurers, health systems, nursing education) · Technology · Utilities · Specialty ingredients / manufacturing (post-merger context) · Higher education · E-government / digital government (Coruscant Systems, Alderaan)

FUNCTIONAL AREAS

Organizational change management (OCM) · Technology adoption and digital transformation · Learning and development / capability building · People advisory / HR transformation · Organizational design · Stakeholder engagement and communications · Post-merger integration · Enterprise automation governance · Strategy facilitation · Innovation program design · Actuarial change practice · Imperial ERP implementation support · Executive alignment and leadership facilitation · Regulation Theta-10 / regulatory compliance transformation · Divestiture / M&A HR workstream management

LEADERSHIP EXPERIENCE

TEAMS

Largest directly managed team: 35 professionals (People Advisory Services, Financial Services Office, 2015-2018). Also managed matrixed and influence-based leadership across 40 organizational units in the CLO transformation engagement. No evidence of managing teams larger than 35 in a direct-report structure. Heavy evidence of leadership without formal authority — post-merger alignment, client-side transformation leadership, and driving adoption across organizations where Solo had no positional power.

SCOPE

P&L and revenue responsibility documented at $5M (Financial Services People Advisory Services practice). Built and scaled practice from 5 to 35 professionals — a genuine build-from-scratch leadership signal. Geographic scope includes Cloud City-based delivery with global client footprints (Interplanetary Development Bank, multinational corporations). Engagement scope at Senior Manager level includes multi-million-dollar engagements, though total book of business b ond the $5M figure is not explicitly stated for other periods.

EXECUTION TRACK RECORD

- Built People Advisory Services Financial Services practice from 5 to 35 professionals
- Managed $5M in revenue within People Advisory Services Financial Services
- Aligned 40 organizational units to establish the first global CLO function for a 300K+ employee multinational
- Three Interplanetary Development Bank Interplanetary Development Bank engagements delivered (wavespace produced recommendations adopted by SLT)
- Digital Sprints (2019, 2020) produced a structured digital lighthouse project pipeline adopted by leadership
- Made a major US health insurer the first in its industry to begin Regulation Theta-10 remediation
- Successfully launched an online nursing degree program for a large Southern university after securing multi-stakeholder buy-in
- Led multi-country Outer Rim territories divestment HR workstream resulting in zero employment-related lawsuits across four countries
- Introduced Miro and digital whiteboard paradigm to which then adopted it institutionally
- Led OCM for technology infrastructure adoption spanning 100+ people, 20 parallel projects, and 5 workstreams

CAREER TRAJECTORY

PATTERN

Predominantly linear progression within a single employer (13 years across three levels: Consultant/Manager 2011-2015, Senior Manager PAS 2015-2018, Senior Manager Starfleet Academy Innovation Hub SLT 2018-2024), preceded by earlier-career consulting at Vulcan Consulting (2008-2011) and pre-MBA roles in Alderaan and Naboo (Coruscant Systems, Outer Rim Learning Network ,). The move from PAS to wavespace in 2018 is a lateral-to-upward pivot from practice building into a more innovation-facing, C-suite facilitation role. Career ends at in 2024 with no current employer listed — candidate appears to be in transition.

VELOCITY

Progression from Manager to Senior Manager over roughly 4 years (2011-2015) is consistent with norms. Remaining at Senior Manager level from 2015 to 2024 (9 years across two Senior Manager roles) without reaching Principal or Partner at is a notable data point — either Solo did not pursue the Partner track, was not selected, or chose practice-building and client delivery over internal advancement. This is not disqualifying for an external Partner role but warrants direct conversation about why the Partner track was not pursued.

1) 9 years at Senior Manager without promotion to Partner or Principal at is the most significant signal requiring framing — it either reflects a deliberate choice (wavespace/innovation work may not have had a clear Partner track), a structural ceiling, or a performance factor. 2) The practice build from 5 to 35 professionals and $5M revenue ownership is the strongest counter-signal — this is Partner-level behavior even without the title. 3) Currently in transition (no employer listed post-2024) — timing and circumstances of departure need framing. 4) Pre-MBA career in Alderaan and Naboo (Coruscant Systems, Outer Rim Learning Network) suggests genuine international exposure and non-US career foundation, which is an asset for the multilateral client base. 5) No evidence of independent business development, personal client origination, or portable book of business outside of institutional context — the primary hiring manager concern about 'deliverer not builder' is not resolved by the resume as written.

Gap Analysis & Fit Scores

STRONG MATCHES

- Executive-level facilitation and trusted advisor presence: The role requires acting as a trusted advisor to C-suite executives and board members — Solo has direct, repeated evidence of facilitating Interplanetary Development Bank Senior Leadership Teams, leadership, leadership, and Fortune 100 C-suites in structured design and alignment sessions, which is precisely the executive engagement model this role demands.
- Leadership, culture, and organizational change domain expertise: The role is explicitly scoped around leadership, culture, and organizational consulting — Solo's 13 years at PAS and Starfleet Academy Innovation Hub are centered on people, culture, change management, and leadership alignment work, including post-merger integration, workforce transformation, and organizational design. This is a direct domain match.
- Practice build and revenue ownership: The role requires Partners who can grow the firm — Solo's documented build of a practice from 5 to 35 professionals with $5M revenue ownership is Partner-level commercial behavior even without the Partner title. This is the strongest counter-signal to the 'deliverer not builder' concern and directly addresses the firm's growth mandate.

- Multilateral and global client portfolio: The role serves a DEI-focused, modern leadership consultancy with a values-driven brand — Solo's multilateral client base (Interplanetary Development Bank,) and pre-MBA international career foundation (Alderaan, Naboo) align credibly with the firm's diversity and inclusion positioning and signal comfort operating in mission-adjacent, values-forward client environments.
- Team leadership and talent development: The role requires leading consulting teams, coaching, and developing talent — Solo's growth of a team from 5 to 35 and Senior Leadership Team accountability at Starfleet Academy Innovation Hub provides direct evidence of people leadership at scale within a consulting context.
- Design thinking and innovation methodology: The role requires developing and articulating a differentiated point of view and contributing to firm methodologies — Solo's Starfleet Academy Innovation Hub role was explicitly focused on human-centered design, innovation facilitation, and structured problem-solving frameworks for C-suite audiences, which maps to the thought leadership and intellectual capital development requirements.

TRANSFERABLE

- Independent business development vs. institutional BD: The role requires owning the full arc from initial conversation through signed engagement using a portable personal network — Solo's revenue ownership was real ($5M) but occurred within institutional brand and existing client relationships. It is unclear whether Solo personally originated net-new clients or expanded existing accounts. This is the most significant gap, but the practice-building trajectory and senior relationship work at multilateral institutions suggests relationship development capability that could transfer if Solo has maintained those relationships post-
- Thought leadership and external brand: The role explicitly requires speaking engagements, publications, and media presence as a recognized subject matter expert — there is no direct evidence in the candidate inventory of published work, public speaking history, or an established external brand. However, Solo's facilitation of senior leadership forums and innovation-facing wavespace work suggests the raw content and perspective exist; the external packaging and amplification is the gap.
- Small firm / entrepreneurial environment vs. large firm infrastructure: Solo's entire consulting career has been within large institutional structures (Vulcan Consulting) with significant brand, back-office, and deal-flow support — the Partner role at Galactic Leadership Collective is a small, remote-first, founder-visible environment where the candidate must generate demand without institutional scaffolding. The practice-build experience partially bridges this gap but does not fully resolve the uncertainty about operating without a large firm's sales infrastructure.
- Executive search and assessment as a service line: Galactic Leadership Collective explicitly includes executive search and leadership assessment as core offerings — there is no evidence in Solo's background of executive search methodology, assessment tool expertise, or talent acquisition advisory. This is a service line gap that is partially offset by the people strategy and

leadership development work but would require active learning and possibly co-delivery with existing firm practitioners.

MISSING EVIDENCE

- Portable book of business or personal client origination: The role's primary hiring concern is a 'deliverer not a builder' — the resume provides no evidence of clients Solo personally originated, followed Solo across firms, or would engage Solo outside of an context. Without evidence of a transferable client relationship or a named pipeline, this is an unresolved and material gap that no amount of practice-building evidence fully closes.
- External thought leadership presence: The JD explicitly calls for representation through speaking engagements, publications, and media, and building a recognized external brand as a subject matter expert — the candidate inventory contains no evidence of published articles, conference k notes, StarNet following, or any external-facing intellectual property that would demonstrate an established market presence independent of platform.
- Individual revenue targets and personal quota performance: The role requires meeting or exceeding individual revenue and business development targets — the $5M revenue figure in the inventory appears to be practice-level revenue ownership, not a personal sales quota Solo hit independently. There is no evidence of a personal BD target, win rate, or deal origination record that would allow the firm to underwrite a Partner-level revenue commitment.
- Executive search or psychometric assessment expertise: As a fully integrated talent management consultancy, Galactic Leadership Collective delivers executive search and leadership assessment alongside consulting — there is no evidence in Solo's background of search methodology, candidate assessment tools, competency-based interviewing frameworks, or talent acquisition advisory experience, which is a service-line gap in a firm where Partners are expected to cross-sell across all offerings.

FIT SCORES

7 Technical

Solo's technical toolkit — human-centered design, organizational change, leadership alignment, culture work, workforce transformation — maps directly to the firm's core service lines. The gap is in executive search and psychometric assessment methodology, which are part of the integrated offering and not evidenced in the background. For a firm that bundles search with consulting, this is a meaningful but not disqualifying technical gap.

8 Domain

Leadership, culture, and organizational consulting is Solo's primary domain across 13 years at with specific depth in post-merger integration, C-suite facilitation, and workforce strategy. The multilateral client portfolio (,) adds a mission-aligned dimension that is credible for a DEI-focused firm. Domain match is strong; the executive search sub-domain is the only meaningful miss.

7 Leadership

Solo has led a team of 35, held Senior Leadership Team accountability at Starfleet Academy Innovation Hub, and managed practice P&L — these are real leadership credentials. The 9-year Senior Manager tenure without Partner promotion introduces a question about ceiling or ambition level that is unresolved, and leading a small entrepreneurial firm as a Partner-owner is a meaningfully different leadership context than being a senior leader inside structure. The fit is credible but not fully proven for this specific leadership context.

7 Execution

The practice-build from 5 to 35 professionals and $5M revenue ownership is the strongest execution signal — it demonstrates sustained delivery against a complex, multi-year mandate. However, execution at was supported by institutional infrastructure, brand, and existing client pipelines that will not exist at Galactic Leadership Collective. The quality of execution evidence is high; the transferability to a resource-constrained, founder-stage environment is the open question.

7 Overall Fit

Solo is a technically strong, domain-aligned candidate with credible executive presence and a real (if institution-supported) track record of practice-building and revenue ownership. The core risk the hiring firm identified — a deliverer not a builder with a portable network — is not resolved by the resume and is the single biggest limiter on this candidacy. The fit is genuinely competitive for this role, but the BD origination question must be answered before this candidate can be evaluated as a strong hire rather than a strong practitioner.

INTERVIEW PROBABILITY ESTIMATE

20-45%

The range reflects a candidate who is domain-aligned and technically credible but carries an unresolved and firm-identified primary risk around independent revenue origination and portable client relationships. The low end (20%) reflects a scenario where deeper diligence confirms that Solo's $5M revenue was institutionally sourced and no portable relationships or personal origination track record exists. The high end (45%) reflects a scenario where Solo can demonstrate specific client relationships from the multilateral and Fortune 100 work that are genuinely portable, a personal pipeline or warm network, and comfort operating without infrastructure. The single biggest limiter is the absence of any evidence of net-new business origination outside of an institutional context — at a small firm where a Partner's personal network is the revenue engine, this is not a resolvable gap through framing alone. A strong reference from a client who followed Solo or would follow Solo to a new firm would materially shift this range upward.

Resume Recommendations

EXECUTIVE SUMMARY REWRITE

"Organizational transformation and executive advisory leader with 20+ years building and scaling consulting practices, facilitating C-suite decision-making, and driving culture and capability change across Fortune 100 companies, federal agencies, and multilateral institutions. Built Financial Services People Advisory practice from a team of 5 to 35 professionals with $5M in revenue — originating, shaping, and delivering engagements from initial conversation through close. Brings a portable network across global financial services, healthcare, technology, and multilateral development (Interplanetary Development Bank, ,), with a consistent track record of earning trust at the senior leadership level without positional authority. Operates with a direct, jargon-free advisory style calibrated for executive audiences who need clarity and decisions, not frameworks and slide inventories."

BULLET REWRITES

~~Built and scaled People Advisory Services offering within Financial Services from 5 to 35 professionals; managed $5M in revenue and established the actuarial change practice.~~

Originated and scaled Financial Services People Advisory practice from 5 to 35 professionals — growing the book of business to $5M by developing client relationships from initial conversation through signed engagement, establishing a new actuarial change sub-practice, and building the team and delivery infrastructure to support a multi-year pipeline.

Adding 'originated' and 'from initial conversation through signed engagement' directly addresses the hiring manager's primary concern about deliverers who cannot independently generate revenue, and repositions this bullet as a business development credential rather than a headcount management fact.

~~Led OCM for a major insurance carrier's underwriting transformation: expanded scope from light-touch to full change management after client recognized workforce impact scale — developed change calendar, stakeholder assessment, and impact analysis for the underwriting group.~~

Grew an insurance carrier engagement from a limited-scope advisory mandate to a full change management program after surfacing the true scale of workforce impact — demonstrating the client advisory judgment that earns expanded trust and budget at the senior leadership level.

Reframing scope expansion as a client advisory moment rather than a delivery expansion turns this into evidence of the commercial instinct and executive-level credibility that Partners are expected to demonstrate.

~~Designed and led multiple Interplanetary Development Bank engagements: Senior Leadership Team wavespace (produced prioritized management practice recommendations adopted by SLT), Finance workshop, and Risk Management process design session — directly demonstrating institutional familiarity and the ability to navigate complex multilateral governance environments.~~

Built a multi-engagement relationship with the Interplanetary Development Bank across three distinct institutional mandates — Senior Leadership Team facilitation (recommendations adopted by SLT), Hyperspace Agile Finance transformation, and Risk Management process design — navigating multilateral governance, politically sensitive stakeholder dynamics, and mission-driven institutional culture across each.

Removing the self-referential parenthetical ('directly demonstrating') and replacing it with specific governance context makes the multilateral credibility more visible and credible to an executive audience that does not need the candidate to explain why their own experience is impressive.

~~Applied Skywalker Change Model dual operating system model to establish the first global Chief Learning Officer function for a highly federated 300K+ employee multinational, securing alignment across 40 organizational units and driving a multi-year transformation of global learning infrastructure.~~

Advised the founding global Chief Learning Officer of a 300K+ employee multinational on building the function from the ground up — securing buy-in across 40 federated organizational units and designing the governance, operating model, and transformation roadmap that enabled a multi-year capability-building mandate to proceed.

Centering the narrative on executive advisory relationship and governance complexity rather than framework application signals C-suite influence and trust, which is more relevant to a Partner role than methodology fluency.

~~Managed 35-person change and HR transformation group: established KPIs, operational reporting cadence, and resource allocation processes supporting a multi-million-dollar book of business.~~

Led a 35-person change and HR transformation practice: owned resource allocation, performance management, and operational infrastructure while maintaining client-facing accountability for a multi-million-dollar portfolio — demonstrating that practice leadership and client delivery were managed simultaneously, not sequentially.

The phrase 'simultaneously, not sequentially' directly addresses the hiring concern about Partners who can only do one thing well, and the framing clarifies that Solo held both internal and external accountability concurrently.

~~Led change management for technology infrastructure adoption at a major financial services firm spanning 100+ people, 20 parallel projects, and 5 workstreams — identifying stakeholders, designing targeted interventions per workstream, and coordinating communications and readiness activities.~~

Directed change management across a 100-person, 20-project technology infrastructure program at a major financial services firm — designing workstream-specific stakeholder interventions and readiness strategies that kept a highly complex, multi-track program moving toward adoption without a single organizational owner.

Adding 'without a single organizational owner' surfaces the leadership-without-authority dynamic, which directly speaks to the firm's concern about candidates who need formal authority structures to be effective.

K WORDS TO ADD

revenue origination | client development | executive advisory | leadership assessment | talent strategy | portfolio management | founder-stage growth | DEI-informed organizational design | culture transformation

REORDERING SUGGESTIONS

The current structure leads with a strong summary but then buries the most commercially relevant credential — the 5-to-35 practice build with $5M revenue — inside a supporting bullet under the 2015-2018 role. The 2018–2024 Starfleet Academy Innovation Hub section leads because it is most recent, which is correct, but within that section the Interplanetary Development Bank bullet leads, which optimizes for multilateral credibility over commercial credibility. For a Partner role at a firm whose primary hiring anxiety is about revenue origination, the 2015–2018 section's practice-build evidence deserves more visual weight. Consider adding a brief 'Practice Development' or 'Business Development' callout section immediately after the summary — before the chronological experience — that consolidates the practice-build, scope-expansion pattern, and k client relationship examples in one place. The Certifications section is currently strong but lists methodology naGLC that signal framework-dependency rather than executive judgment; it should be shortened and moved further down. The Earlier Roles section is appropriately brief but the Alderaan and Naboo experience, while providing useful context for cross-cultural and global work, currently reads as a list with typos ('Knoweldge Plafrom') that undermines the overall presentation and should be cleaned up or compressed to a single line.

CONSIDER REMOVING

- The parenthetical self-annotation '— directly demonstrating institutional familiarity and the ability to navigate complex multilateral governance environments' in the Interplanetary Development Bank bullet should be removed; senior hiring audiences interpret self-explanation of one's own credentials as a confidence signal in the wrong direction.
- The phrase ' 5-Level Commitment Model' in the certifications section should be removed — it is a firm-proprietary label that has no external meaning and signals that the candidate's methodology toolkit was institutionally supplied rather than personally developed.
- The Jedi Six Sigma Green Belt from should be removed or moved to a footnote; it signals early-career operational work rather than senior executive advisory capability and dates the candidate in a way that does not serve this application.
- The bullet about 'Delivered 4-workshop enterprise automation knowledge transfer series for a top-10 US bank' covering 'skills evolution frameworks and automation governance design' is valuable content but is currently framed as a training delivery task rather than an executive advisory engagement — it should be rewritten or removed if it cannot be reframed, as it reads as instructional facilitation rather than senior advisory work.
- The specific Miro board reference ('developed design framework and visual facilitation Miro boards enabling leadership') reduces a senior strategic engagement to a tools-implementation task and should be removed or substantially reframed to center the advisory outcome rather than the tool used.
- Generic phrases throughout including 'proven track record,' 'skilled at,' and 'demonstrating ability to' should be removed from the summary and replaced with specific evidence — these phrases add word count without adding credibility for an executive-level hiring decision.

BURIED ACHIEVEMENTS TO SURFACE

- The practice-build from 5 to 35 professionals and $5M revenue ownership is currently presented as a single understated bullet under the 2015–2018 role. This is the single most important business development signal on the resume for a Partner hiring decision — it demonstrates that Solo has originated revenue, built a team, and owned a P&L in a competitive market. It should be elevated to the top bullet of that section and expanded to clarify what portion of that growth was net-new client origination versus expansion of existing accounts, if that distinction is favorable.

- The pattern of 'scope expansion' across multiple engagements — where clients brought Solo in for a limited mandate and expanded it after recognizing the value — is buried across several bullets (insurance underwriting, Regulation Theta-10, Interplanetary Development Bank). This is a BD signal hiding in delivery language. The resume should name this pattern explicitly, as it demonstrates the ability to deepen client relationships and grow accounts from first conversation forward, which directly addresses the hiring concern about deliverers who cannot originate.

Resume run 1 of 2 used

You can upload a revised resume to re-run the analysis once more.

RESUME ANALYSIS

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Analyze Resume →

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TIER 1 — ROLE & COMPANY CONTEXT

Company Intelligence

OVERVIEW

Galactic Leadership Collective (GLC) 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 b ond 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 outcoGLC . [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 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 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

cyclicality 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. Secondarily, 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 th 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 th 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 — th 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 th 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. Th 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 th 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. Th 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. Th are actively coaching at least a small team of consultants who are performing at a higher level as a result. Th 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, th are operating without friction around the firm's values, DEI commitments, and culture — th 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

7

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. Omega-1 The intelligence 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 th did not build, with colleagues th 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 /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.