

Part 4/4



The 4 biggest obstacles for **BOUTIQUE** Executive Search **CONSULTANTS**

and how to overcome Them



If you work in an executive search boutique, you've likely faced challenges that limit your growth and performance.

Lack of technology, role overload, internal conflicts, and unequal equity distribution are obstacles that drain your time and energy.





UNEQUAL EQUITY DISTRIBUTION

In many boutiques, consultants may feel that the distribution of equity or commissions is unfair. Consultants who generate significant revenue may feel that their compensation doesn't adequately reflect their contributions, leading to demotivation and even the departure of valuable talent.



More transparent and fair compensation models, which consider both individual and collective performance, are essential to ensure satisfaction and retention of talent.

Creating an equitable equity distribution system can motivate the team and strengthen the organizational culture.





WINGLE

These problems are common,
but not immutable.

At **Wingle**, we value a
transparent and fair
compensation model that
recognizes individual
performance with short- and
long-term incentives.