

Dear [Candidate Name],

Thank you for giving us the opportunity to learn more about your professional background and your approach to leadership during our recent interviews for the [Job Title] position.

After careful consideration, we have decided not to move forward with your application at this time. While your experience and achievements are impressive, we have determined that there is a misalignment between your preferred leadership style and the current operational needs and culture of our team.

We believe it is essential for our leaders to thrive in an environment that matches their management philosophy, and we do not feel our current structure provides the best platform for your specific approach.

We appreciate the time and effort you invested in this process. We wish you the best of luck in finding a role that is a perfect fit for your leadership talents.

Best regards,

[Your Name]

[Your Title]

[Company Name]