

Case Study

Chief People Officer



CHALLENGE:

- Our client had experienced significant growth over the past few years and was looking to establish a clearer structure within the people function.
- Our client was a partnership business, listing 20 partners with whom the CPO would work closely.
- They wanted to appoint a CPO who was able to work with the various partners and drive new initiatives within the organisation.

SOLUTION:

- **Attraction** – Using various Executive Search tools, Norman Broadbent ran a high-touch campaign targeting HR Directors with international experience. Our client was open to the individual being based in New York, London or Australia.
- **Selection** – A specific industry background was not essential, however they were looking to appoint someone who had experience working with partners.
- **Assessment** – Filtering candidates through video interviews before sending across shortlist of 6 candidates.

OUTCOME:

- Norman Broadbent were able to shortlist this role within 20 working days.
- Our client was very impressed with the candidates presented, and 2 candidates progressed to final stage interview.
- Norman Broadbent were able to provide a cost effective pricing strategy, which is based on a model of shared risk.

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If you would like to confidentially discuss how The Norman Broadbent Group could help you overcome your business or people challenges, please contact, Lyle Stewart via lyle.stewart@normanbroadbent.com.