

Case Study

Head of Learning, Development and Performance



CHALLENGE:

- After the appointment of a new CHRO, our client underwent an internal restructure of the HR department.
- The restructure highlighted that the HR function was lacking in specialist skillsets and was lacking in strategic acumen.
- Our client needed to reshape the team and appoint a number of senior partners. The CHRO identified a need for 2 HR directors for the 2 subsidiaries in the business, in addition to a Head of Talent Acquisition to support their large growth agenda, and a Head of L&D because they were lacking a sense of direction.

SOLUTION:

- **Attraction** – Using various Executive Search tools, Norman Broadbent ran a high-touch campaign targeting 'Heads of' or 'Directors' with experience of working with multiple sites in the different HR specialisms.
- **Selection** – A specific industry/ property background was not essential as individuals from varying sectors could perhaps offer more value due to their different experiences. The search was therefore focussed on candidates' technical backgrounds.
- **Assessment** – Filtering candidates through video interviews before sending across a shortlist of 4-7 candidates to the client for each role.

OUTCOME:

- Norman Broadbent were able to shortlist each role within 20 working days to the Head of TA within 2 weeks given the urgency.
- Our client was very impressed with the candidates presented, an offer was put forward after the first 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.