

# Case Study

## Interim HRD



### Key Themes/Points

- Our client required a senior HR professional to transform the HR function.
- Our client needed someone with gravitas and engagement to help build rapport between HR and other functions within the business.
- Our client was keen to keep the option of running a permanent search should the interim decide not to join on a permanent basis or not be an appropriate long-term candidate



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### CHALLENGE:

Our client is a fast growing PE-backed technology business. Following the backing from the PE firm, the business underwent some change at board level. The departure of the CEO was subsequently followed by the departure of the HRD, and our client then decided to promote the HR manager and a brief period under the leadership of a CEO who culturally did not align with the business ensued. The Executive Chairman stepped in as interim CEO, but quickly realised that the HR function was not fit for purpose, there were gaps in policies, lack of process and the function had lost credibility internally.

### SOLUTION:

Norman Broadbent were engaged on the Interim HRD search after meeting with the Interim CEO. The client was left feeling confident that Norman Broadbent could provide a senior HR professional to transform the HR function as well as manage the day to day operations. Additionally Norman Broadbent were able to provide an option to run a permanent search should the interim candidate decide not to join on a permanent basis.

### OUTCOME:

Norman Broadbent were able to shortlist the role within 72 hours after speaking with the interim CEO. The role was successfully filled with an individual after 2 weeks of the initial conversation. This individual had a previous track record of transforming a HR practice in a business that was going through a period of growth. This individual was also open to joining on a permanent basis should they have a positive conversation with the CEO who was due to join.

If you would like to learn more about this project, please contact Lyle Stewart via [lyle.stewart@normanbroadbent.com](mailto:lyle.stewart@normanbroadbent.com) for an initial confidential discussion.