

CASE STUDY



A \$4 BILLION CARGO HANDLING & DISTRIBUTION EQUIPMENT MANUFACTURING CLIENT IMPLEMENTED A BESPOKE RECRUITMENT SOLUTION TO UNITE THEIR TALENT ACQUISITION STRATEGY

THE PROBLEM

A prominent, multinational cargo-handling solutions and services client was operating with an extremely decentralized recruitment strategy across all its subsidiaries.

This model generated a disconnect that resulted in high executive search costs, created discord in the way business units communicated and hindered the effectiveness of their talent acquisition and HR teams.

Furthermore, the client wanted to optimize their recruitment processes with data-driven tools and decision-making.

The client had a longstanding relationship with their then-executive search partner but was not completely satisfied with the quality or flexibility they offered, not to mention the significant placement fees.

THE RESULTS

Over a 12-month engagement, across 3 subsidiaries, TI were targeted to make 20 mid to senior level hires. At the end of the year, however, TI surpassed that target with 28 hires and achieved \$1.4 million in cost savings. Other benefits of the solution:

- Learning and capability remain within team
- Multiple processes optimized
- Cross subsidiary collaboration and communication
- Candidate experience through partner who is integral to the business
- Data-lead recruitment process and decisions

The client consolidated all their searches across the entire business with Talent Intelligence. They also optimized their recruitment processes across the subsidiaries and their shared service center and was able to leverage the talent pool across the business.

The partnership between TI and the client continues to grow and the contract has been extended for another year. The target for the new contract year will be doubled.

THE SOLUTION

The core of TI's work was executive search, delivered through a dedicated team, while also adding value with succession planning and competitive market intelligence to support business decisions.

The TI team built and maintained a pipeline of candidates who were not relevant for open vacancies. The client could hire from this pool at any time, for no additional fee.

The team of TI consultants delivered these solutions through a real-time, customized talent dashboard, gleaming qualitative and quantitative insights for the client.

The Talent Intelligence solution went beyond just filling executive roles and offered the client a multifaceted strategy that was flexible and cost-effective.

\$ 1.4M

COST SAVINGS

12

MONTHS

3

SUBSIDS

20

TARGET HIRES

76

PIPELINED

28

HIRED

