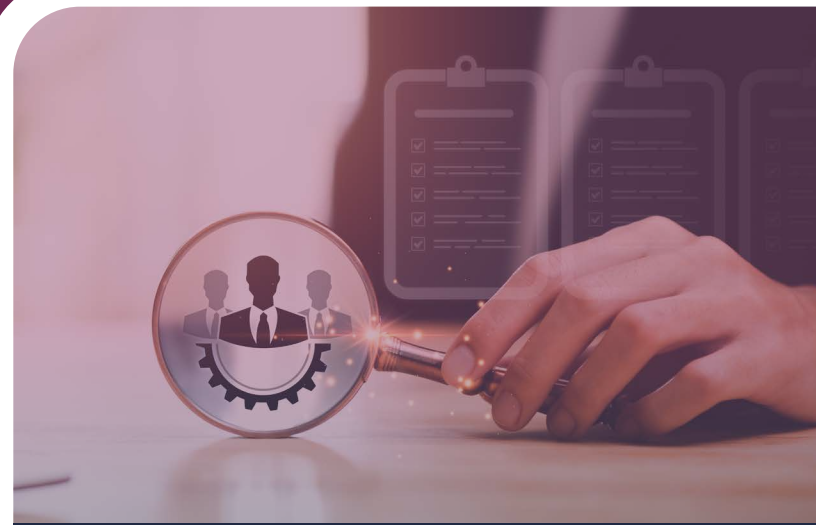


CASE STUDY: TECHNOLOGY

Frederickson Partners Delivers Strategic HR Leadership Team for Pioneering Tech Company



CLIENT: A company with a mission to improve health with new technology for disease detection

Challenges

When the client first reached out to Frederickson Partners, they were on a high-growth trajectory to scale the company rapidly. They needed to fill top roles within their Human Resources (HR) department, and wanted to find a **Talent Acquisition (TA) leader** to help enable this growth through hiring.

They were seeking an executive who would lead with a focus on diversity, equity and inclusion (DEI) and serve as a mentor to the HR team. The client lacked a strategic model for TA, which had led in the past to reactive hiring.

They required someone who could build out both the commercial and HR functions; take a proactive approach to workforce planning and future-state pipelining; implement TA systems including an HRIS; and inspire the larger organization.



Additional Areas for Leadership

The client also was seeking a People Operations leader and a Vice President of Total Rewards to lead the HR organization, overcome a lack of attrition and focus on building culture. They wanted Frederickson to target broad sectors and ensure that candidates presented were open to relocation.

“It went really well. The reporting process, status updating, the documentation you provided is among the best I’ve seen. They gave me confidence that the process was proceeding even when we weren’t in touch for a couple of days. The quality and caliber of the candidates was extremely high.”

– Head of HR

Strategy

Frederickson Partners followed best search practices by conducting weekly check-in calls, providing up-to-date reports, and making team members readily available to connect with the client outside of scheduled calls, which aided in developing a strong partnership and trust with the client. Our unique process involved engaging in the interview process, ensuring the client's team agreed about what they needed in a leader, and confirming we all had alignment.



Results

Our team of executive search experts successfully placed a TA leader with broad previous experience in TA roles at organizations that had experienced high growth. The placed candidate brought nearly two decades of experience in implementing innovative recruiting strategies, and also had the DEI championing mindset required for this role. The client was highly pleased and returned to partner with Frederickson for multiple new searches including Chief People Officer, Vice President (VP) of Total Rewards and VP of People Operations. Our team quickly presented top candidates and filled the VP, People Operations role within three weeks of kickoff.

We worked in close partnership with the TA team, following our recruiting best practices, some of which our client adopted internally. Our teams built a true collaborative partnership.

Key Successes:

- Four key HR executive roles placed
- VP of People Operations role filled in three weeks
- Team gained alignment through on-site kickoff meetings with leadership
- Interview process created for client's team, with customized questions



ARE YOU SEEKING STRATEGIC HR LEADERSHIP?

Schedule a call with us today.

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