

CASE STUDY:

A Health Technology Company Transforms its HR Leadership



Challenges

The healthcare organization required a **Vice President of Human Resources** to help build out and scale systems and processes during a period of rapid growth. They were running into challenges finding a seasoned people leader for this new role who would fit in well with the data- and mission-driven culture, and help the company continue to grow in a rapidly changing and evolving environment. The client desired an executive to lead the strategy of its Human Resources Business Partner (HRBP) function, while bringing the HRBPs, HR Generalists and Learning and Development teams together.



Partnering with Frederickson

To help recruit this HR executive, the organization needed a market leader and specialist in executive search, able to thoroughly understand their culture, pace of operation and timeline for hiring. They were aware of Frederickson Partners' 27-year track record in strategic HR and reached out to us to help them find the top candidate.

"I appreciate the flexibility and pivot that you all made. You were able to get an excellent feel for our company throughout the process. I would give you a great recommendation and we look forward to partnering together again."

Strategy

Our executive search team started the process with kick-off calls, to connect with all stakeholders in the interview team and fully understand their expectations for the person in the role, reporting this feedback to the hiring manager. This structured search process enables internal alignment, a thorough understanding of the areas of the role critical to each stakeholder, and a consistent framework for ensuring that every candidate interviewed has a positive experience. Our experts built a strong rapport with the client by being available throughout, conducting weekly update calls and offline conversations. The client was appreciative that they could reach out any time and we were available to provide support, guidance and feedback.

Frederickson Partners not only sourced fresh candidates for this role, but also leveraged our database of over 20,000 executive candidates developed over the years.



Results

Our executive search team successfully placed a broadly experienced HR Leader as the **Vice President of HR**. The client was extremely pleased with this placement and trusted us for a second critical search. Our team also successfully recruited their **Vice President of Total Rewards and HR Operations**. Prior to these two outstanding hires, the broader HR team was reporting directly to the Chief People Officer (CPO) who had a wide-ranging scope of responsibilities. With the new leaders, the team gained two dedicated people managers and mentors. The organization now has much more sophisticated HR systems and processes in place, and key leaders to support them with their growth.

Frederickson Partners was also trusted a third time by the company as their newly placed VP of Total Rewards reached out while building out the team. We were able to quickly and successfully fill a crucial third role as well.

ARE YOU SEEKING STRATEGIC HR LEADERSHIP?

Schedule a call with us today.

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