



CAMPEONHERROD
CHAMPIONS IN LEADERSHIP

CASE STUDY

Driving Agile Hiring Practices During COVID-19

ROLE

Global VP Reliability, Services, and Parts Operations

RESPONSIBILITY

Leadership of large geographically diversified global teams

Implementation of cutting edge Digital IIOT transformations across multiple clients and industries

REQUIRED QUALIFICATIONS

Full P & L Expertise and the ability to manage large distributed teams of 500+ FTE

INDUSTRY

Manufacturing
Industrial Automation



SCALE

Global Corporation



THE CHALLENGE

“Situations that even the most skilled recruiting firms have never encountered.”

NAVIGATING A PANDEMIC. UNPRECEDENTED TIMES. FACING UNCERTAINTY.



Several clients chose to pause active recruitment on positions



This client's representative, the new President, worked collaboratively with us to reframe the crisis. The client did not allow the uncertainty of the times to stop the active hiring of this critical role to build his team.



Cohesively we had to make a new playbook for hiring challenges posed by the pandemic dilemma.

THE SOLUTION

“Act boldly to reshape and reframe hiring practices to deliver during a worldwide pandemic.”

Our job was well beyond the typical engagement of casting a global net for talent. Successful execution required **creativity, innovation, collaboration**, and the building of a virtual process that could support such a critical hire.

To support the client at every level of the hiring process we implemented our trusted approach plus some added solutions, which included the following:



Candidate Development: Global Reach and Inclusion with Intense Focus on Direct Competitors



Reframed Interview Process: Assess Skills and Ability to Navigate in a Crisis



Complex On-Boarding: Navigation and Support during multi-layered relocation; flight and lockdown restrictions and repatriation to United States

THE RESULTS

“Virtual Hiring at the Executive Level Works!”

Successful Candidate Relocated from Dubai to Chicago. Imagine, on his first day our candidate had a chance to actually meet the President of his new employer and with his proven ability to work with us during the process, we know he'll be a match now and when business returns to a new normal.

What can we do for you? We would welcome an opportunity to showcase our craftsmanship, creativity and sophistication to find a champion performer for your team!