



Consea America Case Study:

Global Company Strategic Restructuring and Talent Mapping

Client Overview:

Our client, a dynamic organization known for its agility and flexibility in the industrial market and with a diversified application portfolio, was undergoing a significant restructuring of its North American operations. The company was transitioning from a manufacturing business model to a distribution business model to better align with market demands and enhance operational efficiency.



Objectives

To source top-tier candidates for key roles in the Texas area, facilitating the successful transition to a distribution-focused business model.



Challenges

1. Competitive Landscape: The Client faces competition from larger, private equity-backed organizations.
2. Market Mapping: Identifying and attracting the best talent in a competitive market within a short timeframe.
3. Potential operational challenge: another HeadHunter performed the same search before us but without finding the right candidate.



Solutions

Leveraging our/Consea 50 years of global expertise and the combined 25+ years of experience of our local/US team, we conducted a comprehensive talent mapping exercise across the Texas market.



Our approach included:



Market Mapping:

Comprehensive analysis of Texas talent landscape



Advanced Sourcing:

Leveraging our extensive network and techniques



Agility Focus:

Highlighting client's growth potential to attract talent



Impressive results delivered:

Swift Market Mapping

Full Texas market mapped in just one month



Strategic Insights

Gained valuable SWOT analysis of the industry



C-Level Placement

Critical executive role filled in under 3 months



Conclusion:

Despite the challenges posed by larger competitors, our strategic approach and deep market knowledge enabled the Client to secure top talent swiftly. This case study highlights the importance of agility, expertise, and a targeted approach in overcoming competitive pressures and achieving organizational goals.



"For over 50 years, Consea has been supporting its clients with their People Strategy. Through our Chicago's presence, we are helping our clients in better assessing their talent acquisition, development and retention needs with an understanding of their business and transformational projects. This wasn't just any Executive Search project - it was a strategic enabler for our client's next chapter."

ANTONELLA CERABONA

CEO, Consea America Inc.

