

Growing media company needed help building HR Department capable of growing along with it.

Topics

Human Resources Transformation
Interim Management HR

Industry

Consumer & Retail

Team Size

1 Partner

Duration

12 Months +

Situation

A fast growing client found themselves with numerous HR issues. They needed the right people, the right systems, and experienced leadership right away to meet their needs now and into the future.

Execution

Our HR Growth Pro presented management with three scenarios. The client chose to use a senior HR Growth Pro as a transitional CHRO to oversee the building of the department.

- Over 40 candidates were hired within 12 months.
- An Applicant Tracking System (ATS) was put into use, keeping hiring managers from being overwhelmed with paperwork and inefficient processes.
- We collaborated with the client's marketing team to create a more attractive career landing page to attract the best candidates.

Result

With a clear leadership direction, the client's roles were quickly aligned to handle their growth and deliver immediate benefits. That includes saving money by not having to use a 3rd party recruiter. Hiring was able to be made a priority which, in turn, enhanced their culture with more robust international onboarding. Smart use of social media sharing retention rates and establishing a 'give back to the community' program also helped boost the quality of candidates.