



ClearCompany

## Building a Legacy:

### Monteith Construction Grows with a Complete Talent Management System

#### The Customer

When most people look at a building, they see brick, wood, concrete, and steel. Monteith Construction knows better. As a commercial and residential construction company with offices in North and South Carolina, they see the people behind the planning, design, and labor that goes into creating spaces that people are proud to live and work in. In the last two years, Monteith has experienced tremendous growth, doubling their recruiting each year. But this kind of success brings its own challenges.

#### The Problem

Monteith needed a steady stream of highly-skilled professionals to fuel its ongoing growth, and their manual recruiting process wasn't cutting it in a tight labor market. It was time to upgrade to an efficient, streamlined talent acquisition system to find, engage, and hire top talent.

50%

**Monteith reduced the number of emails and phone calls for interview coordination by 50%.**

Equally important, they wanted a system that would help them retain their top employees, and develop them into long-term contributors and leaders. Only ClearCompany could provide all of the tools they were looking for.

5-10

**Monteith saves an average of 5-10 hours a week on recruiting processes with ClearCompany.**



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***Before using ClearCompany, our recruiting process was disjointed, to say the least - multiple job boards with different login information, and a spreadsheet for tracking candidates.***

*Onboarding was another bit of a mixed bag. Depending on the onboarding coordinator, you could have a different experience for each new hire coming on board. The performance management piece was all tracked through a Google doc.*



**Stephen Donley**  
Director of Talent  
and Technology



## The Solution

ClearCompany is the only talent management platform based on the A Method for Hiring. With ClearCompany, Monteith organized and streamlined their talent acquisition process with industry-leading tools for tasks like posting requisitions, interview scheduling, and online paperless onboarding. They also put in place a comprehensive performance management process, complete with regular review cycles, continuous feedback, and 360 degree reviews to support long-term success. Monteith was able to hire and onboard employees faster, then immediately tie their work to goals aligned with their company objectives.

*"The way that ClearCompany's recruiting toolkit actually works together from the scheduling and coordination of the interviews themselves and calendar management, to interview scorecards, has helped us standardize the recruiting process as well as keep a consistent message to each candidate as they're coming through."*

4x

**Monteith has quadrupled employee engagement for HR and Performance Management processes with ClearCompany tools.**

*"We do 360 reviews and ClearCompany has a great set of tools to facilitate those and making sure that everybody stays on track to getting those done. Consistent and timely feedback is a very big thing, and ClearCompany's tools on the Performance Management side have really helped us come a long way from where we were."*

## The Results

With ClearCompany, Monteith saves time and money, but more importantly, they consistently hire and retain the best talent in their industry. They can continue to grow quickly, without expanding their HR team. And they can keep those employees motivated and focused using ClearCompany's tools for boosting employee engagement.

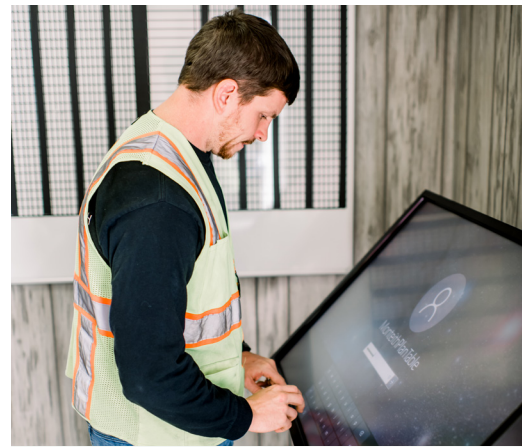
## The ClearCompany Difference:

*"We're proud to have created a truly holistic talent management solution that not only enables Monteith Construction to hire top talent, but to keep them continually engaged. Some talent platforms will help you find great candidates, but ClearCompany helps you find and retain great employees."*



**Christine Rose**

Vice President of Customer Success,  
ClearCompany



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*People are building everywhere right now. It is such a tight market in residential and commercial construction. So it's just been really, really tough to find those great people who know construction, who would fit with us as a part of our company.*



**Linsey Honaker**

Manager of Employee  
Development

