



Search Case Study Manufacturing Leadership

Client Challenge

The Chief Human Resource Officer for a public organization with 4-billion annual revenues retained CMP to fill four executive roles to support rapid growth and expansion. These roles were at the Vice President, President and C-suite levels in manufacturing, operations. The client requested that these positions be filled with “right fit” talent within an eight-week period of time to accommodate a very aggressive strategic business plan.



CMP Response

In close partnership with the client, CMP applied our high-definition recruitment process to 1) identify the specific search criteria and 2) execute the search in a targeted and timely manner.

Preferred candidate criteria included:

- “passive” candidates (those not actively looking or on the job market),
- experience in a capital equipment manufacturing environment, and
- proficient in the Toyota Lean/Six Sigma Manufacturing System process.

CMP prepared a strategic research and candidate sourcing plan with position specifications for client review and approval. The searches were launched on a national basis. Applying the CMP high-definition recruitment process, candidates were sourced, identified, screened, interviewed, and presented to the client for selection to the next hiring step – a leadership assessment. Candidates who were compatible with the leadership fit model were then invited to meet with the appropriate department leaders and other members of the corporate executive team. Final candidate decisions were then made.

Client Result

All four executive roles were successfully filled before the eight-week deadline and within the budget parameters. In a one and two year reviews, all four executives were deemed to be top 10% performers, and three of the four leadership hires ultimately received promotions. The CMP high definition recruitment process succeeded through active communication targeted assessment, shared goals, and a strong overall client partnership.

CMP is a talent and transition firm in the business of developing people and organizations across the full talent life cycle – from talent acquisition and leadership development, to organization development and career transition support. To learn more, give us a call today at 800.680.7768 or [request more info](#).