

CASE STUDY: FINANCE

Steering a Market Leader Through a Financial Leadership Crisis

Challenges

The client organization was experiencing setbacks with their Chief Financial Officer (CFO) role as recent appointments to this position had been unsuccessful. Frederickson Partners had already partnered with the firm to place their Human Resources executive. Highly pleased with this successful placement, they returned for a second search during a critical phase of transition to help them recruit their next Finance leader.

Their previous Finance leader had just resigned and the organization found themselves without an acting CFO – a situation they desperately needed to remedy.

The client's experiences with their CFO placements in the last 12 months had made them understandably cautious, damaging their confidence in their CFO hiring processes.



About the Company

The client is a leader with more than 100 years of experience in its industry. An established private company with a rich legacy, the organization was undergoing significant digital transformation and disruption.

The organization was also grappling with the challenges of digital transformation impacting their industry. This evolution heightened the need for a senior leader who not only understood the nuances of finance, but also brought with him or her a diverse industry experience to help the company navigate these transformative times. Their history as a market-leading entity with almost a century of legacy made it even more essential to find the right fit – someone who could respect the institution's past while guiding its future in an ever-evolving market landscape.

Frederickson Partners needed to provide the client with well-vetted candidates in a timely manner, drawing on our prior understanding of their company culture and industry needs. The goal was to ensure that the next CFO would be equipped to handle the organization's present challenges and future endeavors.

"This was an excellent example of Frederickson executing with speed and precision to help our client fill a critical role. We combined our understanding of our client's business, culture, and leadership team with our robust research and candidate assessment processes to deliver the right candidates quickly, so they could find an outstanding leader."

– Tom Wilson
President, Frederickson Partners



Results

By leveraging flexibility, efficiency, and a deep understanding of both the organization's history and current challenges, Frederickson Partners was able to identify multiple candidates for this role rapidly. Within just a month after beginning the search, Frederickson presented a prime candidate, leading to an offer by the client just days after the candidate's introduction. By the end of that same week, the offer was accepted, making a remarkable turnaround time from agreement to placement.

The client expressed considerable satisfaction with Frederickson's process and the candidates we sourced. The executive who was finally selected not only met but exceeded their expectations. In their feedback, they lauded Frederickson's holistic approach and the diverse industry experience of the candidates we provided.

The success of this engagement underscores our adaptability, commitment, and ability to deliver top-tier candidates even under high-pressure situations.

In the end, Frederickson's tailored approach, combined with a commitment to understanding the unique challenges of our client, resulted in a successful placement. Even in a dire situation, Frederickson Partners rose to the occasion, meeting and exceeding client expectations.



Key Successes

- Continued trust and partnership with an existing client for a second key search.
- Swift and efficient candidate sourcing, pinpointing the ideal CFO candidate in a time-sensitive situation.
- Leveraging deep industry and organizational understanding to tailor candidate sourcing.
- Restoring the client's confidence in the hiring process after past setbacks.
- Meeting the dynamic needs of a company undergoing digital transformation.
- Achieving highly effective turnaround of just over one month from search agreement to successful placement of a new CFO.



ARE YOU SEEKING STRATEGIC HR LEADERSHIP?

Schedule a call with us today.

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