

CASE STUDY: PRIVATE EQUITY

Delivering Strategic HR Leadership for Private Equity-Backed Client



Challenges

Our client was a high-growth and private equity (PE)-backed financial services company. This global entity sought a senior Human Resources (HR) leader with both strategic acumen and hands-on diligence, a combination crucial for driving the organization's ambitious vision forward.

The business's global reach also demanded a trusted advisor who had prior experience in steering high growth organizations and could seamlessly connect with diverse teams across borders.

A key aspect of this role was having the experience to build a cohesive culture and robust HR processes and create alignment across all facets of the organization. This included refining core HR functions like compensation strategies, leadership development, and recruitment processes to support the organization's overall strategy.



About the Company

The client, a fast-growing global financial services company specializing in benefits solutions, was searching for strategic leadership to establish and oversee the firm's global HR function and guide their acquisition strategy.

The challenge for Frederickson Partners was to find a candidate who could blend technological savvy with cultural sensitivity, strategic leadership with operational expertise, and global awareness with a commitment to creating an engaging, employee-centric environment. This leader needed to embody agility and innovation, a key mixture of capabilities for thriving in the fast-paced, ever-changing world of PE-backed organizations. The right leader would not only align with the company's current trajectory but also anticipate and navigate the complexities of its future growth.

"We had a terrific partnership journey with the Private Equity principals during this critical search. They were actively engaged and accessible, enabling us to deliver an exceptional candidate who will be a fantastic asset to the business and to creating value for all stakeholders."

– Randy Schmitz
Partner and GTM Leader
Frederickson Partners, a Gallagher Company

Results

The Frederickson team worked closely with both the private equity firm and the client company, providing our insights and strategic direction at every stage and successfully placing a seasoned HR leader with nearly two decades of stellar HR leadership experience.

Key Highlights:

- 1. Strategic Partnership and Collaboration:** Our team conducted weekly planning discussions, acting as a strategic partner. This approach allowed for a deeper understanding of the client's needs and also the PE firm's expectations. The PE firm's active involvement in the selection process and candidate review, a deviation from their typical hiring processes, proved to be a decisive factor in aligning goals and expectations.
- 2. Innovative Offer Negotiation Strategy:** This approach was designed to handle potential pushbacks directly and efficiently, and led to a seamless acceptance of the offer, avoiding counteroffers and complications.
- 3. Adaptability to Client Needs:** We delivered exceptional adaptability to different engagement levels. Whether the client preferred an active role at times or a more hands-off approach at others, we tailored our support accordingly. This flexibility allowed us to cater to the specific day-by-day dynamics of the client, enhancing the effectiveness of our service.
- 4. Successful Leadership Placement:** The culmination of these efforts was the successful placement of a **Senior Vice President of HR**. This leader was not only selected for their professional qualifications but also for their alignment with the company's culture and strategic direction. The SVP's role was critical, as it focused on overseeing existing HR leadership while providing strategic guidance during a phase of rapid growth for the company.



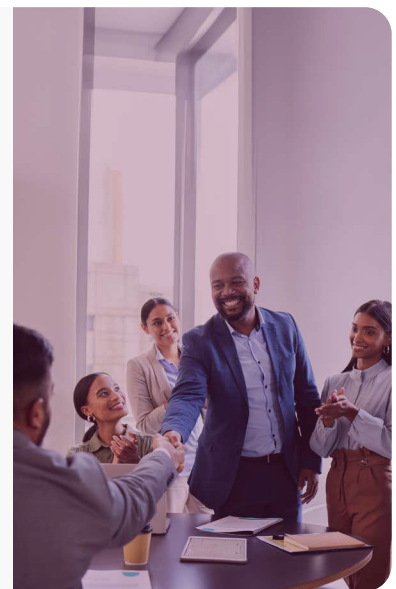
5. Value Addition Beyond the Placement: The client, initially attracted by Frederickson's understanding of the complexities of placing executive leaders, appreciated our guidance and flexibility throughout the process. The client particularly stated that they valued Frederickson's overall transparency and candid negotiations.

Frederickson Partners' distinct competitive edge is rooted in our ability to forge collaborative partnerships and implement process improvements, a strategy that resonated well with our private equity partner in this search. We know how to do this because we have seen it and lived it for nearly 30 years.

Our flexibility in adapting to the varied engagement levels of PE firms lies at the core of our approach. Whether our partners seek an active role in the executive search process or prefer a more hands-off approach, we have demonstrated our capacity to adjust our strategies and provide tailored support. This adaptability and responsiveness to our clients' unique needs underpin the success of our executive search services, making us a preferred partner for PE-backed organizations navigating the complexities of leadership acquisition and organizational growth.

Key Successes

- Established a deep, collaborative partnership with the PE firm, involving them actively in the selection and review process, and aligning goals and expectations.
- Developed a direct and efficient negotiation approach, leading to a smooth offer acceptance process without counteroffers or complications.
- Demonstrated exceptional flexibility to varying client engagement levels, customizing our approach to meet specific client needs and dynamics.
- Successfully placed a Senior Vice President of HR who aligned with the company's culture and strategic direction, to play a key role in overseeing HR leadership and guiding the company through its high-growth phase.



ARE YOU SEEKING STRATEGIC HR LEADERSHIP?

Schedule a call with us today.

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