

RECENT CASE STUDY

Executive Search, CEO Succession

International Public Company, Oil & Gas

THE CHALLENGE

Our client is a premier international engineering and project services organisation services the Mining, Chemical and Energy markets. The business was going through tremendous turnaround and the Chief Executive Officer was conscious that they needed succession. The company had a number of internal candidates but wanted to explore the best external talent they could attract to the Chief Executive Officer position.

OUR APPROACH

We worked closely with the Chief Executive Officer, Human Resources Director and Head of Recruitment to gain their perspectives on the challenges the business faced and the optimal profile for the future Chief Executive Officer. At the same time, we arranged background briefing with selected analysts and experts to deepen our understanding of the current industry dynamics in each of the major global hubs.

Based on the discussions, we presented a brief for the role that was signed off.

We then conducted a structured global research methodology which included extensive sourcing of industry leaders in our client's sector as well as adjacent parts of the oil and gas sector to develop a comprehensive audit of the international and local landscape talent pools.

We approached our recommended and researched potential candidates to gauge their possible interest in such a role without disclosing our client's identity.

From this we developed and agreed a long list of candidates with our client before again formally approaching the candidates.

We conducted detailed competency – based interviews with over 20 of them to assess their detailed fit with the profile. From this we recommended a shortlist of five candidates and prepared detailed reports on each, highlighting their experiences and capabilities. This included a further interview and assessment conducted by the Blenheim Advisory Practice to determine leadership and style. The candidates were based in South America, Australia, Canada, China/Mongolia, North and South America.

The interviews were conducted by the Chief Executive Officer, Human Resources Director and Head of Recruitment.

THE OUTCOME

The Chief Executive Officer and Human Resources Director met the preferred candidate at an international location to discuss the finer points of the role and to add scope to compliment the candidates' skills.

The preferred candidate accepted their offer and will relocate. The candidate will begin the 90 day On Boarding Programme accelerated performance.

We will be working with our client to assess other team capability.