

RECENT CASE STUDY

Strategic Succession Planning

ASX Listed Company

THE CHALLENGE

Our client is a well-known ASX listed company, headquartered in Australia. The Chairman felt that it would be proactive to identify the future leaders and investigate the global talent pools for the critical roles: Chief Financial Officer, Chief Information Officer and Chief Operations Officer. The Strategic Succession Planning approach is designed to provide the Chairman and Board with a comprehensive understanding of the best talent in the market.

OUR APPROACH

We met with the Chairman and Chief Executive to discuss and agree the position profiles and the desired track record, international experience and personality traits for the potential candidates.

We conducted three global searches and exhaustively examined their and adjacent sectors. We were able to capture global sector intelligence and engaged the highest calibre individuals from the United Kingdom, France, South Africa, North America, Singapore, Hong Kong, China, New Zealand and Australia.

THE OUTCOME

The candidates welcomed the strategic approach and have willingly engaged even though the client's name has remained confidential. The client has gained an informed update of the local and global status, and a rich list of outstanding candidates who are willing to meet with the Chair.

The Strategic Succession Planning is proactive and allows for both the candidate and client to get to know each other and to make an informed judgement based on a number of informed meetings. The Chairman and the Chief Executive have been able to engage with the best talent and when appropriate are in a position to make seamless Executive appointments.

We will manage the three pools of candidates for up to 18 months, updating the client with regular status reports and facilitation of meetings. The candidates and clients will build a relationship and as such the appointment process will be de-risked for both parties.

The client has a thorough appreciation of the global market and is able to manage the pace of change.

Our client has been able to conduct three international searches ahead of time, engage the best candidates and manage the pace at which the appointment will be made.

Our client is now in a position to acquire the best talent to fulfil their strategic plans and gain competitive advantage.