

## CASE STUDY #1

### \$8B MARKET-LEADING CONSUMER GOODS

#### SETUP

Prospect City was tasked with identifying top industry talent for a role as President of this leading company. Prospect City deployed its proprietary database solution which allowed the client complete access to all executives, documentation and comments. In addition the client retains ownership of all information.

#### EXECUTION

Prospect City incorporated a team of three individuals specializing in recruitment, leverage-quality research and clerical research. Accessing database resources, a large network of recruiting and research professionals, and functional sources, the team delivered hundreds of prospects, and numerous candidates the team set out to identify and map the talent pool. Over the course of the project, the team presented candidates ranging from spot-on targets to peripheral targets who met most of the requirements while showing a very strong cultural fit.

#### RESULTS

In addition to delivering a successful candidate for the role of President, the client hired a top young executive in the six sigma space. The client used six sigma methods, but did not have a formal program in place and sought to create one based on this talent and the relatively long career runway ahead of him. Additionally, Prospect City was tasked with market intelligence projects, including an effort to report compensation programs among competitors, an education evaluation, and several reference checks. Finally, through our introduction, a top executive in chemical manufacturing opened a cross-company relationship between our client and a non-competitor manufacturer. This relationship was created to share manufacturing best practices so both companies could produce better products more efficiently.

#### DURATION/COST

Prospect City served this client for over 18 months before an acquisition led to closure. During that period the client spent just \$200,000, when comparative cost by traditional means would have exceeded \$660,000.

## CASE STUDY #2

### \$40M GLOBAL PROFESSIONAL SERVICES FIRM

#### SETUP

Prospect City was asked to map a specific talent market and present a pipeline of top talent for hiring or partnerships with this leading company. To manage risk, the company hired two executive search firms to work in specific geographic markets while Prospect City initially served three other markets. This allowed to client a side-by-side comparison of the vendor services.

#### EXECUTION

Prospect City activated a team of two experts to serve this client's global needs. The team used several electronic resources to access relevant associations and top industry figures. A long and exhaustive effort to source the industry while exploring the cultural issues of the client led to a solid specification for the roles. Over the first few months there was a significant gain in momentum that led to greater efficiency and delivery of industry talent.

## RESULTS

Over the first 24 months, Prospect City helped deliver 22 hires inside and outside the U.S.. During this period the executive search providers delivered none. During the period the company changed its policy to shift all hiring needs over to Prospect City based on this success. In addition to hires, Prospect City helped this company improve its hiring process in several ways. The process was streamlined and shortened while expanding the talent pool to include more passive candidates.

## DURATION/COST

Over 30 months, Prospect City received \$420,000 for its work, leading to an average per-hire cost under \$20,000. Prior to our work the company averaged over \$89,000 per hire and had a success rate of just 65%. In addition the hiring process was reduced from 10 months per hire to just 4 months.

### CASE STUDY #3 \$4B GLOBAL MANUFACTURER

## SETUP

Prospect City was hired to build a talent pipeline in support of the company's succession plan. The company mapped a succession plan, but needed to close high-risk gaps between successor readiness and incumbents. We were asked to identify and introduce top industry talent to the client to act as a safety net while successors were developed.

## EXECUTION

Prospect City activated a team of 3 individuals to serve the client's needs. Early in the process, the client shifted our efforts to include three unplanned vacancies with significant impact on the company. Our efforts led to three successful hires within three months. We continued to provide market intelligence to the CEO, along with potential external successors for the head of HR and Board of Directors.

## RESULTS

Prospect City customized its proprietary database solution to allow the client to manage its succession plan, executive development plans, and external pipelines together via one interface. The tool allowed the client to store positions, incumbents, successors and external talent pools in one location. In addition to filling three vacancies, we introduced the client to highly capable executives with very attractive cultural fit. Some of these executives were pursued for other roles, including two new roles created specifically to attract these talented individuals.

## DURATION/COST

Over the duration of 12 months, the client added three senior executives, while bolstering its succession plan by meeting and assessing external talent. Some of these executives were pursued for other roles, including two new roles created specifically to attract these talented individuals. The cost to the client was \$190,000 over the course of the project. The cost using traditional methods would have exceeded \$650,000 in transaction fees. In addition to services provided, the client values greatly our efforts to produce a customizable proprietary succession planning database for use across the company.

For more information, visit [www.prospectcity.com/pipelining.html](http://www.prospectcity.com/pipelining.html) or call us at 847.487.4256