

CPO FOR PRIVATE-EQUITY BACKED BUSINESS

The work was outstanding, Savannah took the trouble to spend time on site to really understand our business and embed themselves into our culture to find us the very best candidates for our team.

CEO

DIAGNOSE

UNDERSTANDING THE CONTEXT

The business was embarking on a five-year strategic plan to sustain its growth trajectory while meeting the expectations of customers and shareholders. To deliver this plan, the organisation required a Chief People Officer who could lead both cultural and strategic transformation, strengthen workforce performance and establish a high-functioning HR infrastructure. The priority was to appoint a leader able to guide the organisation through significant change while building the capabilities, culture and systems needed to support long-term growth.

KEY ACHIEVEMENTS

DIVERSE

SHORTLIST

SECURED

DESIGN

DATA-ENHANCED PROCESS

Success relied on operating as a trusted extension of the organisation and working confidentially alongside the CEO. Using our extensive network, combined with targeted desk-based research through our MapX talent intelligence platform, we produced a high-quality longlist within four weeks and a refined shortlist within six. This pace was achieved by quickly developing a deep understanding of the brief, the cultural nuances and the leadership behaviours required, ensuring that all shortlisted candidates aligned tightly to the organisation's ambitions.

PACE

10 WEEKS

TO COMPLETION

DELIVER

ASPIRATIONAL TALENT

We successfully appointed a high-calibre CPO with a strong record of delivering strategic change in complex, operational environments. They combine hands-on leadership with the ability to drive transformation, influence senior stakeholders and align HR operations with broader business goals. They were able to embed with the SLT from day one and act as a trusted adviser to the CEO. Following the hire, we partnered with the new CPO to build out their team, securing three additional roles — including an interim delivered within two weeks — with the remaining two shortlisted and offered within six weeks.

QUALITY

3

ADDITIONAL HIRES MADE