

Case Study | Finding Exceptional Talent

Background

Our high-tech client had a need to hire a Chief Human Resources Officer (CHRO). The client specialized in how to connect and collaborate through immersive, video-first devices and subscription services. Their solutions are found worldwide in businesses, schools, homes, and hybrid environments.

The Client's Challenge:

Our client needed an experienced CHRO to come from a company such as Meta, Microsoft, Cisco, or Zoom. Our client, who is a smaller start-up located in Silicon Valley, lacked the talent acquisition infrastructure to hire for this candidate themselves. They looked at potentially using one of the larger search firms to help them hire this candidate. However, this was not viable because of the large, retained search fees required for these services.

Our Solution:

The Client turned to Thrive HR Consulting and asked how our proprietary talent acquisition process could help them fill this C-suite position. Thrive told them we would be able to fill the position, and it would be at a 50% to 60% reduction in fees compared to what the traditional executive search firm would charge.

Our search process would have us target passive candidates in the market. We would conduct the reach-outs and first-round interviews, create a slate, track all parameters of the search, and schedule all the candidate interviews for the opening with the CEO, CFO, Board, and others. We also provide the compensation data to craft the offer and extended the offer.

Their Result:

On November 1, 2023, the position was filled by Thrive HR Consulting.



Days to fill - 90

Companies from which candidates came: Microsoft, Zoom, Lenovo, Polycom, HP, Avaya, Cisco, Vidyo, ZTE, Huawei



Candidates Screened - 45



Candidates presented - 14

Ready to Move Forward Together?

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