

# Case Study

## Symphony • Team-Build Project

Creating A New Digital Transformation Consulting Practice

### Client Overview

A leading global management consulting firm specialising in strategy, operations, and technology sought to establish a new digital transformation engineering practice in the UK. The objective was to provide end-to-end digital solutions to their clients, focusing on innovation, efficiency, and strategic growth. The firm required a team of seven top-tier professionals, including a Director, Senior Managers, and Managers, to spearhead this initiative.

### Project Scope

The project aimed to build a high-performing digital transformation engineering practice within a 14-week period. The newly formed team needed to align with the firm's strategic goals, possess deep technical expertise, and demonstrate strong leadership capabilities.

### Challenges

- **Tight Timeline:** The 14-week deadline necessitated a swift and efficient search process without compromising on quality.
- **Diverse Talent Pool:** Sourcing diverse candidates from different business backgrounds and cultures added complexity to the recruitment process.
- **Specialised Skill Set:** The roles required a unique blend of technical, managerial, commercial and strategic skills, limiting the pool of suitable candidates.
- **Cultural Fit:** Ensuring the new hires would seamlessly integrate into the firm's culture was critical.

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### Strategy And Execution

1. **Comprehensive Role Definition:**
  - Collaborated with the client to define the specific requirements and expectations for each position.
  - Developed detailed job descriptions and candidate profiles for the Director, Senior Managers, and Managers.
2. **Market Mapping and Talent Sourcing:**
  - Conducted extensive market research to identify potential candidates globally.
  - Leveraged proprietary databases, industry networks, and digital platforms to reach a wide pool of qualified candidates.
3. **Candidate Engagement and Assessment:**
  - Engaged with potential candidates through personalised proactive network outreach, emphasising the unique opportunities within the firm.
  - Conducted initial screenings to assess technical expertise, leadership skills, and cultural fit.
  - Utilised structured interviews, network recommendations to evaluate candidates comprehensively.
4. **Client Collaboration and Shortlisting:**
  - Presented a shortlist of high-calibre candidates to the client, providing detailed candidate reports and insights.
  - Established fixed interview blocks well in advance to drive closely targeted delivery of shortlists
  - Facilitated client-candidate interactions through virtual and face to face interviews.
5. **Offer Management and Onboarding:**
  - Assisted in the negotiation of offers and managed the onboarding process to ensure a smooth transition for the new hires.
  - Provided post-placement support to the client and candidates to address any initial integration challenges.

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### Results

#### 1. Successful Team Formation:

- Hired a Director, 2 Senior Managers, and 4 Managers within the 14-week timeframe.
- The team possessed a blend of expertise in digital strategy, engineering, and transformation.

#### 2. Client Satisfaction:

- The client praised the thoroughness of the search process and the quality of the candidates.
- The new practice was operational within the planned timeframe, enabling the firm to launch new digital transformation services promptly.

#### 3. Long-Term Impact:

- The newly formed practice contributed to several high-profile client projects within the first six months.
- The team's success led to further new business wins in their first 6 months along with an uplift in their UK digital capabilities, positioning the firm as a leader in digital transformation consulting in their first year with the client.

### Conclusion

This executive search project demonstrated our ability to deliver high-quality results under tight deadlines, leveraging a strategic and collaborative approach. The successful formation of the digital transformation engineering practice enabled our client to enhance their service offerings and achieve significant growth in a competitive market while providing capability to execute on pipeline client business.

### Key Takeaways

- **Efficiency:** A streamlined search process and effective candidate engagement were crucial to meeting the tight deadline.
- **Quality:** Comprehensive assessments ensured that only the most qualified and suitable candidates were shortlisted.
- **Collaboration:** Close collaboration with the client throughout the process ensured alignment with their strategic goals and cultural fit.

This case study highlights our expertise in executive search and our commitment to delivering exceptional results for our clients.