

CASE STUDY:

Recruiting Practice Group



McHenryConsulting



SCENARIO

A Florida-based PEO learned that one of their top executives was retiring. Because of the long-standing relationship this CEO and the PEO have with McHenry Consulting, they called us to see if we had anyone in our “back pocket” that could effectively fill this position for them. They gave us the specifics of the strengths that they needed from the incoming individual – and we got to work.

SOLUTION

TWENTY DAYS after the first phone call with the CEO, he sent McHenry an email with an offer letter attached for the candidate that we provided to him. The candidate lived several states away so this included a phone call, a meeting with the current executives of the PEO and an in-person meeting with the candidate. The candidate accepted the offer and began his career with the PEO 2 weeks later.

RESULT

In the last conversation with the CEO, our new placement was doing well. He had already made some changes for the better. They were learning each other's expectations, but the intention will be that he will make a difference for the company and move the needle in the right direction.

HOW WE HELPED

A C-Suite executive is not an easy search. It can typically take 6 months, 8 months or even a year to find just the right person with the skillset you need that will also fit culturally. In this case, the timing was impeccable and there was no need for other executives to assume the responsibilities of the departing team member. The challenge in recruiting for the PEO industry is finding that “needle in the haystack” that meets all of the PEO needs. At McHenry, we overcome this challenge by focusing on the integrity of our brand and various channels and partnerships developed over decades. We have created a network of individuals with PEO or comparable skillsets that will make them great additions to a PEO – strengthening the industry as a whole. It has always been our goal that when a PEO veteran is seeking a new opportunity, the one and only call they want to make will be to the McHenry recruiting team.

If you would like more information about the McHenry Consulting Recruiting practice, please do not hesitate to reach out to our Director of Recruiting, Tina Vigoa at tina@mchenryconsulting.net.