

Executive recruitment case study

Recruiting for sector fit

Together SA



The client

Together SA (TSA) works with communities to collaborate on tackling complex social problems, through the collective impact model. As a leader of collective impact initiatives across South Australia, they are responsible for bringing together people, resources and organisations from all sectors of the community who have a passion to make a difference.

The challenge

TSA had several unique elements to target in the recruitment of their new CEO. Whilst Board members generally agreed on requirements across several areas, our challenge was in securing consensus on what TSA wanted in a CEO, in terms of technical skills and community leadership.

Our solution

Our solution was to bring the Board members together to build consensus on their requirements. Our recruitment consultant facilitated a Board discussion, using the Employee Integrative System (EIS) to collectively identify and articulate the:

- ▶ required leadership behaviours of the ideal candidate
- ▶ Chair's leadership style
- ▶ preferred culture for TSA

The results of the assessment reflected the Board's expectations of the CEO role in relation to technical

capability and organisational and community leadership skills, with a view to ensuring both the high performance and the long term retention of the ideal candidate.

As with all of our recruitment assignments, we provided the successful candidate and the hiring manager (in this case, the Chair) with a debriefing session on the results of the EIS report that was used during the recruitment process.

The outcome

With a clear understanding of the type of person the Board was looking for, TSA's selection panel was able to unanimously agree on a candidate that met their collective requirements.

In addition to this, the EIS debriefing sessions assisted the new CEO and the Chair by identifying ways to develop a successful business relationship that would build on predicted areas of strength and surface any potential areas of risk in this crucial relationship.

Most importantly it provided for an open and honest dialogue from day one, which is a major driver of retention of talented employees.

// CBB's intimate knowledge of the sector is very useful and something that commercially oriented providers would find difficult to deliver. //

**- Richard Pagliaro
Former Chair of Together SA**



Sound like a good fit?

Get in touch today with our Senior HR Consultant, Andrea Collett on:

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