



CASE STUDY

A leading Twin Cities IT Services/Professional Services company turns to DEARE to bring aboard a new President.

Company Profile

Our client is a Minneapolis-based company and a recognized leader in both the IT Services and Professional Services arenas in Minnesota. Recognition includes: "Fast 50" and "Best Places to Work". Until the search for a President, the company partners and CFO have managed all business units and all business functions.

With significant local and regional growth success and an aggressive, forward looking business build initiative, our client will continue to leverage its #1 status in one of its business divisions while working to rapidly gain market share in several other professional services divisions.

Key Selection Criteria

- 15+ years of total business experience
- 7+ years of successful experience in executive leadership within an IT services or professional services environment
- 7+ years of full P&L responsibility with a demonstrated ability to manage complex business variables
- Proven growth strategy, business operations, sales management and organizational build expertise
- Collaborative, collegial work style
- Performance-to-plan orientation
- 4 year degree [MBA preferred]

Challenge

Our client had grown to become a well recognized market leader in the IT services/Professional services space in Minnesota. Rapid growth created exciting opportunities but also introduced significant challenges requiring the sales management expertise, strategic planning capability, operational focus and whole-organization leadership of an experienced, successful IT Services executive. DEARE was approached by the company's partners and asked to take on the executive search.

Solution

Given the business critical nature of the search and the timeline sensitivities attached to business growth initiatives in place, the DEARE executive search team immediately deployed two executive recruiters and assigned a search coordinator to provide assistance.

The lead executive recruiter immediately developed a Position Specification with a corresponding Executive Profile. A search plan utilizing the proprietary PinPoint Search™ Methodology was also created immediately. DEARE's extensive, relevant executive network was immediately leveraged and prospective candidates were quickly engaged in discussions. Exploratory meetings and conversations were held with IT Services executives meeting the position specification and profile.

Result

A high profile executive, highly regarded within the Minneapolis/St. Paul technology business community quickly emerged as the candidate-of-choice in the search process. Ultimately, our client offered the role to this remarkably talented leader. Our candidate accepted and assumed responsibilities for the position our client described as "The most important role we've ever hired."