

Case Study

A Fortune 500 company turns to CK after a number of the most prestigious search firms and specialized consulting firms in the world fail.

CriticalKnowledge focuses on the most difficult challenges in sourcing critical talent.

We operate as a radically amplified search firm.

- *We do not use recruiters. Our operations personnel have deep backgrounds in strategic intelligence.*
- *We pioneered the application of advanced strategic intelligence methodology to human capital sourcing.*
- *We leverage the knowledge and industry relationships of a global intelligence network of 5000 specialized sector experts on five continents.*

The result is our ability to deliver when no one else can.

Challenge

This global company had been seeking the leader for a critical multi-billion project for more than a year without success. This individual would lead a massive build for a processing facility. They needed someone with highly specialized expertise who had specific experience in terms of the technical drivers for the project as well as significant leadership experience related to this kind of facility.

In practical terms there were only a handful of individuals worldwide, who would have been capable of carrying out this work.

The company had attempted to find a solution for more than a year. They brought in an extremely experienced individual who turned out to be inappropriate for the role, which cost them further time and resources.

They had gone out to a number of the most prestigious executive search firms in the world without success, and had paid out significant sums in retainers without any return on the investment.

As the preliminary phases of the project continued to move forward, and the company had tried every option that was



"We work with six of the top executive search firms in world and six of the top specialized search firms in the world and none of them could have delivered the talent that CriticalKnowledge did."

Director, Global Fortune 500 Company

available to them unsuccessfully, they turned to top sector consulting firms in order to attempt to bring in the appropriate individual. At this point, the cost of doing nothing outweighed the massive cost of bringing in the right person through a consulting model. They ultimately approached a range of top energy sector consulting firms. Again they were unsuccessful.

Time was, in effect, running out and costs were mounting.

The client came to CriticalKnowledge because of our focus on the most difficult situations in sourcing human capital.

Process

- CK went through problem definition in depth with the client's operations personnel.
- The CK operations team built a detailed operational model of the role in the context of the relevant value chain. CK identified critical linchpin components where the role was correlated with greatest value creation in the relevant value streams.
- CK gathered comprehensive intelligence in this complex technical area and a deep understanding of all of the relevant players in this specific market sub-segment.
- The CK operations team engaged in substantive discussions with more than 40 specialized experts worldwide in the technical area with specific experience

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in that particular market sub-segment in order to a) expand our understanding of the operational model for the role, and; b) funnel us to the few people who are the top of their game with respect to this specific need.

- The CK intelligence gathering process rapidly allowed the identification of the few people worldwide who were capable of undertaking this work.
- CK evaluated individuals against the detailed operational model created for the role in order to determine appropriate for the specific demands of the role.
- CK gathered in-depth intelligence on specific individuals through external third parties from our intelligence network and referred to us by our network.

Results

- After extensive evaluation, CK brought in an individual from a remote location in another part of the world with specific expertise in the technical area as well as substantial experience managing large capital projects of this nature. CK brought in no other candidates in this specific circumstance.
- After comprehensive client-side assessment, the client conveyed to CK that the fit from their perspective was perfect. No other candidates were interviewed or considered.
- The candidate was hired to lead the project. As the project developed, the client gained even greater respect for the candidate's capabilities. At two years in, the client continued to perceive the individual as ideal for the role and one of the best they had ever seen.
- Although the client had been seeking a solution for more than a year through an array of sources, CK was able to come in and solve the problem in a matter of weeks because of the extreme precision of the CK methodology.

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