

COMPLETED SEARCHES

Quality Manager

Global Automotive Products Industry

VP Strategy & Finance

B2C Ecommerce Financial Services

Human Resources Director

Energy Products Manufacturer

VP Finance

Global Chemicals Industry

Supply Chain Manager

Medical Products Manufacturer

Engineering Director

PE Infused Engineered Components

CFO

PE Backed Wire & Cable Products

Account Coordinator

PE Financed Surgical Products

Marketing Manager

OTC Health Products

FP&A Manager

Global Technology Products Leader

DID YOU KNOW?

That the average wage increases for 2014 will be in the 2.8% to 3.1% range?

145,669,000 people were employed in the USA in April?

Americans ate 19 billion pounds of pork in 2013?

10,000 baby boomers turn 65 every day?

Executives are expected to receive 2014 bonuses equal to nearly 42% of salaries?

Over 23 million households are on food stamps?

There are over 4 million jobs openings in the USA?

B&B Difference

A key driver for success in a B2B manufacturer of machined products was engineering ingenuity and the ability to be ahead of the curve. The VP Engineering was an innovator and design expert but not a natural leader. Turnover had plagued the department. Due to business growth and forecasts, plans were to hire additional engineers and B&B was asked to partner on the recruitment of a new role, an Engineering Manager, who would manage, mentor and develop talent and report to the VP Engineering.

B&B met with the CEO, COO and VP of Human Resources to best understand the recent history and evolution of the business, current organization structure, customer base, product development cycle, engineering success, challenges due to turnover in engineering, culture, expectations of internal and external stakeholders, reinvestment into employees and company, engineering career pathing, and so on. B&B probed about the VP Engineering to better understand strengths, weaknesses, value, soft skills, and key drivers.

B&B was asked to comment and complimented the executive team on the success of the business but declined to take on the search as originally defined because the company was masquerading the real issue and that is that the VP Engineering is better at relating with products than people. B&B explained that there are two key challenges that were presented. First, the VP Engineering is a talented product developer, gains gratification from product development, and to maximize value going forward needs to key on product development. Second, the company needs to hire and develop additional engineering talent. B&B recommended changing his title to VP Product Development and assign staff on a project basis only. To solve the second challenge B&B recommended hiring a more senior leader with a history of managing and developing engineering talent who would report to the COO and have dotted line responsibility to the VP of Product Development. B&B was engaged, identified a select slate of candidates and completed the Engineering Director search within 38 business days. The incumbent VP was thrilled to concentrate on product development and the new hire was later promoted to VP Engineering.

Interviewing Insight

Research the company and leadership prior to the interview. Develop questions that will demonstrate that you have done the research and provide better insight to the business model, processes, and culture. This will help you better determine if this is the right company for your next career move, allow you to tailor your skills and abilities to the job opportunity, and separate you from the competition.