



CASE STUDY #0001

GLOBAL IT PROJECT DELIVERY (LEGAL) - TEAM REBUILD



We were engaged to work with the Global PMO of a top law firm to enhance their existing team. They had been wrestling with the challenge of high turnover and needed to consolidate the talent that they had in place whilst also attracting high calibre candidates with the right values to drive the team forward.

We worked closely with the Global Head of PMO to understand the skills required, behaviours they were looking for and the values that they wanted the team to demonstrate.

This search was all about ensuring longevity and adding stability to the team.

Once we were happy with the requirements, we targeted specific individuals and then conducted a values-based interview process to identify the final short list of candidates. It was important to be open and honest about the challenges they would face and ensure that candidates understood that they were part of the journey to rebuild the team rather than joining the finished article.

CONCLUSION

This was an incredibly rewarding piece of work and over the past two years we have successfully recruited four Project Managers, two Programme Managers and a Senior Manager, Project Delivery to lead the team, which is now going from strength to strength.