



Industry: Telecommunications

Client: Daisy Group plc

Context

Daisy Group is an AIM Listed Company and one of the UK's fastest growing Telecoms Companies. The organisation is making a big splash in the sector, through a buy and build strategy. This strategy of acquisition brings with it a significant demand to acquire talented executives to lead the organisation. These requirements might be Interim executives to contribute to the integration of acquired companies, or Permanent executives to build the leadership team of this fast growing organisation.

Solution

The client was very clear that they needed to identify and secure a number of key hires to maintain momentum with their business growth and ensure their customers experienced a consistently high service level in the midst of such significant organic and acquisitive growth. The Daisy Group Human Resources Director and the leadership team of the Company are absolutely clear that, for their organisation, requisite technical and practical capabilities are only a part of what it takes to be a successful executive within the organisation. The fit with the Daisy culture is critical.

Daisy Group articulate their culture focused selection criteria in an up-front manner. Stanton House worked with this from the outset and put together a repeatable method of assessing potential candidate for their executive recruitment requirements against these expectations. In practical terms this was a competency based assessment structure that we undertook in face to face meetings.

The structure enabled our consultants to assess practical expectations for the role as well as behavioural norms to select candidates for culture fit. The rounded picture of candidate capability this process gave our consultants ensured an excellent ratio of CV submission to Interview and Interview to Offer, thus saving our client time and adding significant value.

The result was that Stanton House introduced two key hires to Daisy Group, a Finance Director and an Interim Managing Director to lead a recent acquisition. By really getting under the skin of what our Client requires in terms of technical and, crucially, culture fit; we are also now in a position to pipeline future talent for the organisation. Stanton House continues to work closely with Daisy Group to contribute to fuelling their exciting growth.

What the Client says

"Nick and the team at Stanton House turned around the two recruitment briefs given within a tight deadline and the candidates put forward were all of a high standard. It's refreshing to see a recruitment company that aligns candidates culturally and is able to deliver quickly without compromising on quality" *April 2011*

Clare Martin – HR Director | **Top qualities:** Great Results, Expert, High Integrity

Stanton House
16 High Holborn
London WC1V 6BX

0203 11 66 500
www.stantonhouse.com