

STRATEGIC SEARCH PROCESS HELPS IDENTIFY KEY LEADER

Case Study

Challenge

Faced with the impending retirement of a key leader, a Wisconsin-based manufacturer needed to hire for an integral role. This individual oversaw technology and systems for the organization and led a close-knit team of employees. As the leaders reflected, they understood this vacancy would leave "very large" shoes to fill and the importance of "getting it right."

Initially, there was interest from a valued internal employee; however, the organization's leaders were uncertain if the employee had the required experience. The organization decided to hire a recruitment firm to lead the search and evaluate the qualifications of the internal candidate.



Employer Size
500+



Industry
Manufacturing



Location
Wisconsin



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Solution

The QTI search team met with key leaders to assess the needs for the position and interviewed both the incumbent and the organization's president. To maintain consistency with the recruitment process, the company interviewed the internal candidate and conducted a Hogan Assessment High Potential Report.

Based on this information, the team decided that while the internal candidate was strong, they were not ready to lead the entire team. To help further develop this employee into a future leader, QTI developed a coaching report with key focus areas.

QTI then launched an external search for the leadership position. Through networking, sourcing, and recruiting, the search consultant identified and interviewed top candidates. Following this, QTI presented the organization's president with a candidate slate to conduct final interviews with. After the top two candidates were identified, each candidate completed a Hogan Assessment to further uncover the best fit for the position and organization. The finalist was then selected and hired.

Impact

Through a consultative approach, QTI assisted the organization in making the best decision for the company and determined a developmental path that kept the internal candidate engaged and retained. The manufacturer hired a qualified leader who fit the team and company culture and could quickly step in and take over the department. Additionally, the quick search process allowed for an overlap and cross-training between the new hire and the existing leader.

69% of Wisconsin businesses are struggling to build a sustainable workforce through leadership planning. The Hogan High Potential Report is designed to maximize leadership potential by helping emergent leaders become more effective and effective leaders become more emergent.

-2025 QTI HR Trends Survey

About The QTI Group

Founded in 1957 as a small staffing agency, The QTI Group has grown to be a privately owned human resources firm that focuses on staffing, recruiting, executive search, and total rewards consulting. With a people-first focus and a commitment to helping organizations reach their full potential through people, The QTI Group is headquartered in Madison, Wisconsin, and has branch offices in Baraboo, Beaver Dam, Milwaukee, and Portage, Wisconsin.

