

## Quovis Sets the Bar High; Clients Reap Benefits *Success Stories – Talent Solutions*

Quovis is a Milwaukee-based professional search and recruitment firm. Creating high expectations for our clients, we work diligently to meet and exceed our clients' professional search, talent sourcing, and candidate screening goals across multiple industries. Read on to learn how Quovis has helped a sampling of clients meet their recruitment needs.

### Leading Supplier to Maintenance and Manufacturing Markets

This established, top-performing supplier to the Maintenance, Repair and Operations (MRO) market and to the Original Equipment Manufacturing (OEM) market teamed up with Quovis for their Recruitment Process Outsourcing needs.

#### The Challenges:

- The client's Recruitment Process Outsourcing (RPO) vendor and internal Hiring and Human Resources department were experiencing animosity, which was hindering search outcomes
- Their RPO vendor's level of customer service was poor and their fees were comparably high
- The client's needs for first-rate talent were mounting in both their local facilities and in locations throughout the country

#### The Solution:

After several successful projects for the client, gaining familiarity with Quovis' leadership team, and demonstrated success establishing on-site recruiting programs at other companies, the client chose Quovis to become their seamless recruitment partner. Quovis developed an improved and clearly-defined recruitment process including:

- Establishing clear expectations and timeframes for each recruiter throughout the recruiting cycle
- Creating a search kick-off template for consistent information gathering at the onset of each recruiting project
- Establishing custom interviewing documents
- Implementing an organized process for updating the client on the status of each search

#### The Results:

A marked improvement in overall communication and credibility between the Recruiting department and the Hiring and Human Resources Managers has been realized, as well as:

- A streamlined, clearly-defined, full service RPO solution
- Faster candidate identification, more valuable interviews
- Overall cost reduction by 10 percent

Quovis continues to support the client on key confidential search work on an as-needed basis.

**“I needed someone who could come in here and see our processes, identify weaknesses and turn things around. Quovis did just that. They have a very solid operations background and understand the type of recruiting that works in our environment. In addition, they are easy people to work with which makes the relationship a success all the way around.”**

- Client, HR Business Partner, Corporate Recruiting

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### Multibillion Dollar Consumer Products Manufacturer

Confidential, complex search to hire VP of Purchasing solidifies Quovis' long-term partnership with a multibillion dollar, privately-held, international consumer products manufacturer.

#### The Challenges:

- The search needed to be confidential
- The requirements were extremely narrow, including

identifying a purchasing leader with Lean Six Sigma background from a privately held organization of \$500M+ in revenue, willing to relocate to a small town

- The individual needed to have personality characteristics that would fit in well with the company's unique culture

#### **The Solution:**

The client sought a boutique style firm with a flexible model who would stay the course and understand the company's culture. The client chose to partner with Quovis for all of their executive search work. For this search, Quovis initiated the following steps:

- Conducted an extensive review session to understand the current issues, determine what was needed in a replacement, and define the steps required to fulfill the engagement
- Made several onsite visits to observe and engage the team and fully understand the the culture
- Held weekly meetings to receive input on candidates and narrow the focus and scope to identify only best-fit candidates

#### **The Results:**

According to the client, Quovis' diligence resulted in finding the right individual who could effectively operate in their culture and in their industry.

- Quovis evaluated 767 candidates, interviewed 78, presented 37, and the client interviewed 21
- A VP of Purchasing was hired
- The client realized millions of dollars in savings within the first six months of the new hire's placement due to the implementation of process improvements that this individual executed
- Quovis streamlined and enhanced the client's existing processes

**“Quovis stayed engaged. There was always a continuous flow of communication between all parties. They want consistent feedback so they can measure their work to make sure they're using their time effectively so the customer ends up with the greatest return on their investment.”**

– Client, Director, Corporate Staffing and Recruiting

## **Niche Market Leader in Energy-Related Industry**

Finely tuned recruitment processes led to successful executive placement for new, unique position in less than six weeks for this \$1.2 billion diversified company.

#### **The Challenges:**

- The client identified the need for a new Director of Innovation and Growth position for the industrial and energy segments of their business
- The requirements for this position included the right combination of high-level, multi-channel experience in industrial markets, an engineering degree and an MBA with a marketing focus, lean manufacturing expertise, as well as cross-cultural agility and leadership across boundaries
- The client had a very aggressive eight-week timeline

#### **The Solution:**

The client partnered with Quovis because of their proven ability to qualify requirements and fully understand how the company's business goals directly relate to the position.

- Using active and passive sourcing techniques, Quovis attracted 143 potential candidates
- Applying rigorous screening protocols, Quovis narrowed the pool to 14
- Seven candidates were presented to the client for consideration

#### **The Results:**

Quovis surpassed the eight week timeline and identified two perfect-fit candidates within six weeks of the search kick-off.

- By identifying and hiring a Director of Innovation and Growth within a short six-week window, the client realized Quovis had a unique ability to not only match executive skill sets to a specified position, but could quickly understand their unique culture and match candidates to it
- This success has led to repeat search engagements
- The client created a second Director of Innovation and Growth position for their Engineered Solutions Group, extending offers to both finalist candidates



A STRATEGIC AND RELIABLE SEARCH PARTNER.

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