

# CASE STUDY

## Urgent interim CHRO to spearhead departmental change

**INDUSTRY:** Healthcare Services

**BUSINESS TYPE:** B2C

### CHALLENGE

A PE firm came to us with a critical need for a head of HR for their multi-location healthcare services company. With the current head of HR leaving and an ineffective HR department, the healthcare services company needed a strong HR leader with role and industry expertise to come in and restructure the entire system in 3-6 months. Already with ~1000 employees and additional acquisitions on the horizon, they urgently needed a local HR leader that could be boots on the ground in HQ during the pandemic in order to quickly spearhead change.

### RESULT

Quickly after the initial scoping call, the PE firm and portfolio company were introduced to four PE-grade interim CHRO candidates that specialized in healthcare services. The client selected their ideal choice, allowing them to quickly retain this critical role without wasting time or cost. The candidate ended up being such a great fit thanks to their background in M&A, PE, and healthcare, that they were flipped to the organization's permanent position after only three months of serving as an interim resource.

### SOLUTION

Leveraging our founder's 20 years in private equity, we have extensive frameworks for assessing PE-grade interim CHRO needs. BluWave utilizes technology, data, and human ingenuity to pre-map, assess, monitor, and maintain deep pools of experienced HR leaders that uniquely meet the private equity standard. We interviewed the PE firm to understand their specific key criteria, and then connected the client with the select pre-vetted interim CHRO candidates from our invitation-only Intelligent Network that fit their exacting needs.

“ BluWave's ability to match us to 4 outstanding candidates with the exact experience we needed within 24 hours was incredible. They saved us both time and money while enabling us to drive value at our portco in days, not weeks or months.

-Operating Partner @ PE Firm