

CASE STUDY

Critical interim CHRO to kickstart and integrate platform's HR department

INDUSTRY: Human Resources

BUSINESS TYPE: B2B

CHALLENGE

A principal at a middle market PE firm came to us with a vital need for an interim CHRO for their new global consulting platform that was a merger of 3 companies. They immediately needed an individual to kickstart the new platform's HR function by merging the necessary aspects of all 3 companies' former departments. Urgent needs included advising on future state systems, developing an end-to-end solution for a comprehensive compensation and benefits plan for 100+ employees, organizing their Human Resources Information System selection process, and migrating off their Professional Employer Organizations. With the platform closing in 3 to 5 days, the interim CHRO was needed as soon as possible.

RESULT

Within 24 hours of the initial scoping call, the PE firm and portfolio company were introduced to two PE-grade interim CHRO candidates that had global and middle market PE firm experience. The client selected their ideal choice and was able to successfully bring in the interim within the needed timeframe to manage the HR aspects of the merger.

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 exact needs.

“ Thanks to our deep bench of PE-grade interim CHROs, we sourced and connected the PE firm with exact-fit niche candidates, backed with combined decades of experience across industries.

- BluWave Consulting Manager