



Human Resources Leadership On-Demand Wireless

Company Profile

- Distribution, wireless
- \$200 million in revenues, 170 employees

Position/Timeframe

- Interim Director of Human Resources
- 3 days/week, 13 months

Situation

- Company grew from 25 to 75 employees within one year
- Looking to expand distribution channels
- Wanted process and procedures in place for employees
- Company had out grown its internal skill sets and skill levels
- Needed to determine what infrastructure was needed, what types of people and how to get everyone to the next level
- Minimal experience with new distribution channel with 3 locations already in progress

Implementation

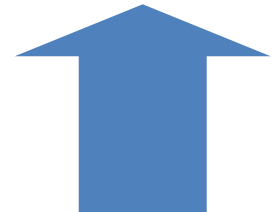
- Succession planning put in place
- HR process and procedures in place to support accountability
- Hired and trained senior HR profession to replace interim
- Identified executive team needs, and gaps with internal talent then filled them with outside talent to fit growth plan
- Created internal talent identification and development program

Results

- Strengthened leadership team by tripling it with the right talent
- Successfully opened new distribution channels with experienced talent
- Doubled staff size and brought in talent to fit positions based on growth plan
- Owner able to work on company rather than its day to day activities
- Owner gained support to set aside personal associations and make decisions best for company and its future



Doubled staff size that fit growth plans



Tripled executive team w/right talent

Increased owner's time to work on business strategy and growth

