



PRIVATE EQUITY

CASE STUDIES

SIMPLY DRIVEN EXECUTIVE SEARCH

HERFF  JONES.

\$500MM CONSUMER
PRODUCTS COMPANY



13

MISSION CRITICAL POSITIONS FILLED
IN STRATEGY, PLANT OPERATIONS,
MARKETING & FINANCE

2^{TO}1

INTERVIEW
TO HIRE RATIO

11

DAY AVERAGE TO PRESENT
THE WINNING CANDIDATE
ACROSS ALL POSITIONS

**HERFF JONES (HERFF) ENGAGED SIMPLY DRIVEN
TO LEAD KEY SEARCHES AS PART OF A BROADER
TALENT TRANSFORMATION INITIATIVE.**

At the time, Herff was owned by Charlesbank, a leading middle-market private investment firm based in Boston.

The talent transformation faced challenges due to cultural headwinds. Founded in 1920, Herff implemented an ESOP in 1974, resulting in a long-tenured employee base deeply entrenched in outdated processes and systems. Charlesbank's objectives to enhance operational efficiency, expand product offerings, and pursue additional acquisitions led to rapid and significant changes.

Simply Driven **RECRUITED 13 NEW LEADERS** who not only understood these organizational dynamics but also possessed the technical skills and cultural acumen necessary to drive change without alienating the existing employee base.



**RAPID ACCESS TO THE
RIGHT TALENT IS A
COMPETITIVE ADVANTAGE.**