



Human Resources: Leadership On-Demand Consumer Goods

Company Profile

- Health & Nutrition market
- International company
- Over \$70MM

Position/Timeframe

- Interim Human Resources leadership
- 3 days/week, 4 months

Situation

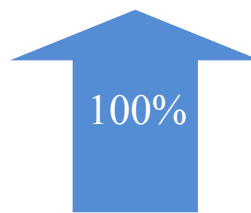
- Company relocating 2,000 miles away
- History of recruitment challenges
- Government delays with new location
- High need for employee retention and seamless transition

Implementation

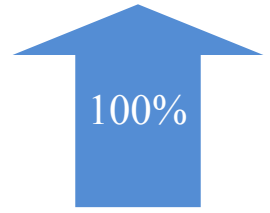
- Re-designed organizational structure to support anticipated growth
- Recommended and revised internal recruiting processes to ensure more efficient model
- Ensured recruitment, training and on-boarding of newly hired employees in timely manner
- Coordinated “stay-on” and “training” incentive program for key employees
- Coordinated employee communications, severances, placement/outplacement support and facility closure.
- Leveraged accountability

Results

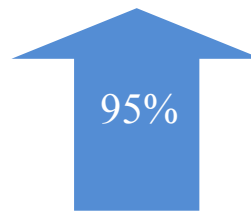
- 100% key leadership & support staff identified or relocated within needed timeframes
- 95% of staffing needs met
- 100% of newly hired employees on-boarded within needed timeframes
- Zero litigation or registered complaints
- No disruption of operations during transition



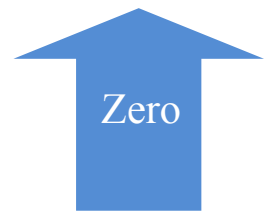
Key leadership & staff
identified/relocated



Newly hired
employees on-boarded



Staffing needs met



No litigation,
registered complaints,
disruptions

Client Comments

The Cerius Interim immediately adapted to our organizational culture and was well received by our leadership team. He was a solid relationship builder, provided solid advice and counsel and easily transferred his exceptional human resources skills to our leadership team.