

CASE STUDY

CLIENT	National Concrete Contractor
ASSIGNMENT	<p><i>Consulting and Recruiting Services, Nationwide</i></p> <p>Nexus Solutions was retained by this long-term client to perform consulting services. The CEO was interested in aggressively expanding the firm, and believed this could be accomplished in two ways. First, by securing talented individuals for their existing offices located throughout the Midwest. Second, by strategically establishing new offices in lucrative markets.</p>
ACTION	<p>To best serve their needs, Nexus became an extension of the firm's management team, initially working with them to define their specific goals and develop a strategy that would permit them to achieve those objectives. Nexus performed extensive analysis of their major competitors on a national basis. We evaluated corporate structures, identified projects and created a pool of talented candidates through onsite interviewing and screening.</p> <p>Nexus then recommended individuals who had the depth of experience to immediately enhance the company's ability to secure projects and improve operations in existing offices as well as in those areas targeted for new offices. Because we became an integral part of future plans and developed a thorough understanding of their organization and culture, our consultants were asked to travel extensively with senior management to assist and advise during the interviews with all prospective candidates.</p>
RESULTS	<p>In addition to hiring several individuals for operations and preconstruction positions in their established offices, the firm also hired several key executives to open and lead the development of offices in new locations. In one such office, the individuals secured by Nexus were able to acquire 25 profitable jobs within a 3-month period due to their knowledge of the market, existing relationships with contractors and accessibility to manpower.</p>