

CASE STUDY

CLIENT	National Concrete and Construction Firm
ASSIGNMENT	<p><i>Consulting and Recruiting Services, Florida</i></p> <p>The CEO of this firm contacted Nexus Solutions in July of 2005 to discuss Nexus's ability to assist them in identifying and researching their competition in order to recruit key executives throughout South Florida. The firm had significant opportunities to pursue several projects throughout Southern Florida, but lacked the qualified project teams to construct those projects.</p>
ACTION	<p>Since the management team at Nexus has maintained a ten year ongoing relationship with this firm, we were able to respond quickly to the CEO's requests. Already being familiar with their corporate culture as well as the required "Technical Skills" for each of the open positions, we were able to work directly with our client in developing a strategy that would permit them to hire the necessary "Human Capital." Nexus researched their major competitors locally, identified active projects throughout Florida and created an extensive list of candidates to interview. Nexus then traveled to Florida and assisted the CEO in interviewing these candidates, facilitated the offers, and provided oversight for the candidate's integration into the organization.</p>
RESULTS	<p>Prior to working with Nexus, this national concrete and construction firm's minimal project experience in the Miami area limited their understanding of the market and the "Human Capital" available locally. With our help, they hired six Project Managers, four Project Engineers, five Layout Engineers, an Estimator, and fourteen Superintendents who brought approximately 300 craftsmen. In an eighteen month period we were able to assist them in growing their South Florida Business Unit from nothing to having \$300M in active profitable work and a staff of 1200 coworkers.</p>