

Case Study

EST 1926

BANHAM

SECURITY

- Lucie Banham, Managing Director

Sector: Retail

Working with Tom and the Holmes Noble team has transformed our business. They are more than recruiters, they helped guide us through our expansion and growth journey by setting us up with the leadership team we needed to achieve our ambitions.





What was the challenge?

Banham has in recent years begun to accelerate its growth journey. The company is currently led by the fourth generation of family members who are progressive and ambitious - and with a drive to take the business to new levels. To support this evolution, Banham worked with Holmes Noble to build their leadership team across several functional areas.



What did we do

By understanding the direction and the dynamics of the company, Holmes Noble has become a trusted partner to the Banham board. The roles we have placed since working with the company have been varied, but they have all had one single goal; the candidates had to be progressive, dynamic, and ready to continue Banham's transformative journey.





As well as supporting the company growth with a strong people strategy, we have also worked with the Banham board members through executive coaching to ensure they had the tools needed to unlock and maximise their potential. With the coaching programme, we have become a valued partner and a sounding board who have supported the businesses evolution. This partnership has also enabled Holmes Noble to provide the best possible candidates who added value both technically and culturally.

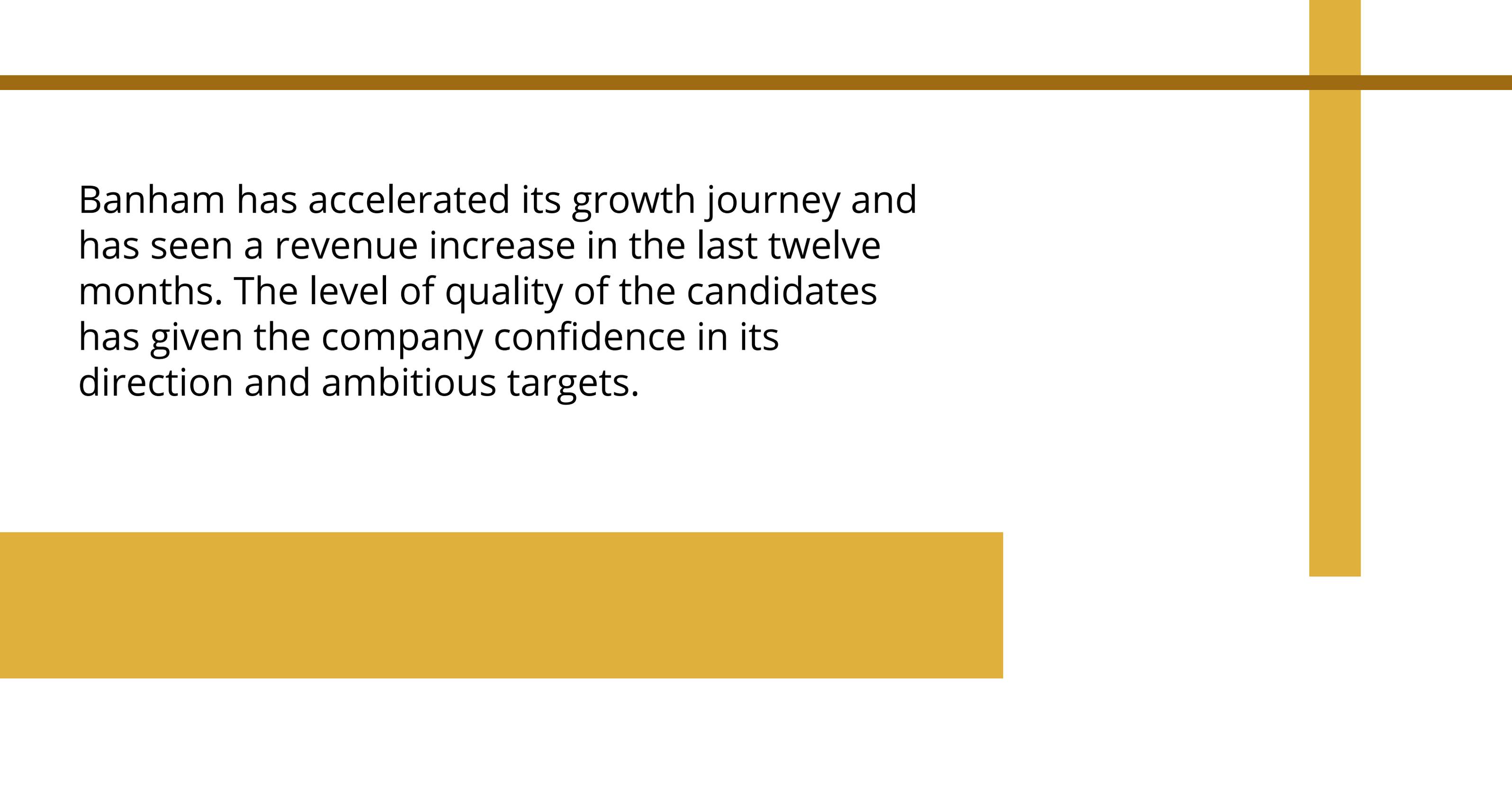
What were the results?

Since 2022, we have placed around 10 candidates with Banham in a range of different roles including head of installation, aftercare & sales, keyholding, and sales as well as IT and compliance roles. All the candidates have brought in best-in-class ways of working to this business, to drive change and transformation.





The candidates have helped transform processes with progressive approaches that have made a difference across all areas of the organisation. With talent coming from outside Banham's industry, they have brought a fresh perspective and enabled the board to focus on building out the development strategy for the company.



Banham has accelerated its growth journey and has seen a revenue increase in the last twelve months. The level of quality of the candidates has given the company confidence in its direction and ambitious targets.



Working with Tom and the Holmes Noble team has transformed our business. They are more than recruiters, they helped guide us through our expansion and growth journey by setting us up with the leadership team we needed to achieve our ambitions. It feels like they are just an extension of Banham, having gotten to really know and understand us, what our values are as well as what we stand for as a business.

Their passion for helping us came through with every candidate they put in front us. They made the process of interviewing and finding the right people for our business easy and enjoyable, as everyone we saw had been through rigorous qualification before they even got to see us...not just for the job fit but importantly the person fit. It has been a pleasure to work with them and we will continue to work with them because the trust we have built is really rare to find, especially in the recruitment world. A great and caring, professional team of people!

- Lucie Banham, Managing Director



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