

amtico

# Case Study

Sector: Retail





# The Client

Amtico International, a leading manufacturer in the flooring industry, offers B2B and B2C flooring solutions.

Despite experiencing rapid growth and maintaining a flat management hierarchy, the company faced the potential departure of key personnel.

Acknowledging the significance of succession planning for sustained growth, Amtico aimed to address this challenge.

It was crucial to attract individuals who not only aligned with the company's culture during its expansion but also possessed the capability to make a swift and significant impact.



# The Solution

Holmes Noble was chosen as a partner based on our extensive experience of executive search and talent mapping projects within the client's sector, as well as our functional expertise at a senior management and executive level.

The project involved establishing a talent pool comprising individuals capable of assuming crucial roles, ranging from mid-managerial positions to board level, within a span of 12 months. The project aimed to cover roles including CEO, CFO, European Head of Manufacturing, Head of IT, Site Engineering Manager, and National Sales Manager.

Holmes Noble took a consultative approach to engaging with the organisation, working with the senior leadership team extensively to grasp the cultural alignment, growth strategy, and the importance of talent in achieving organisational goals. We acquired a comprehensive understanding of the technical skills, experience, and leadership styles required by the business.



# The Proposal

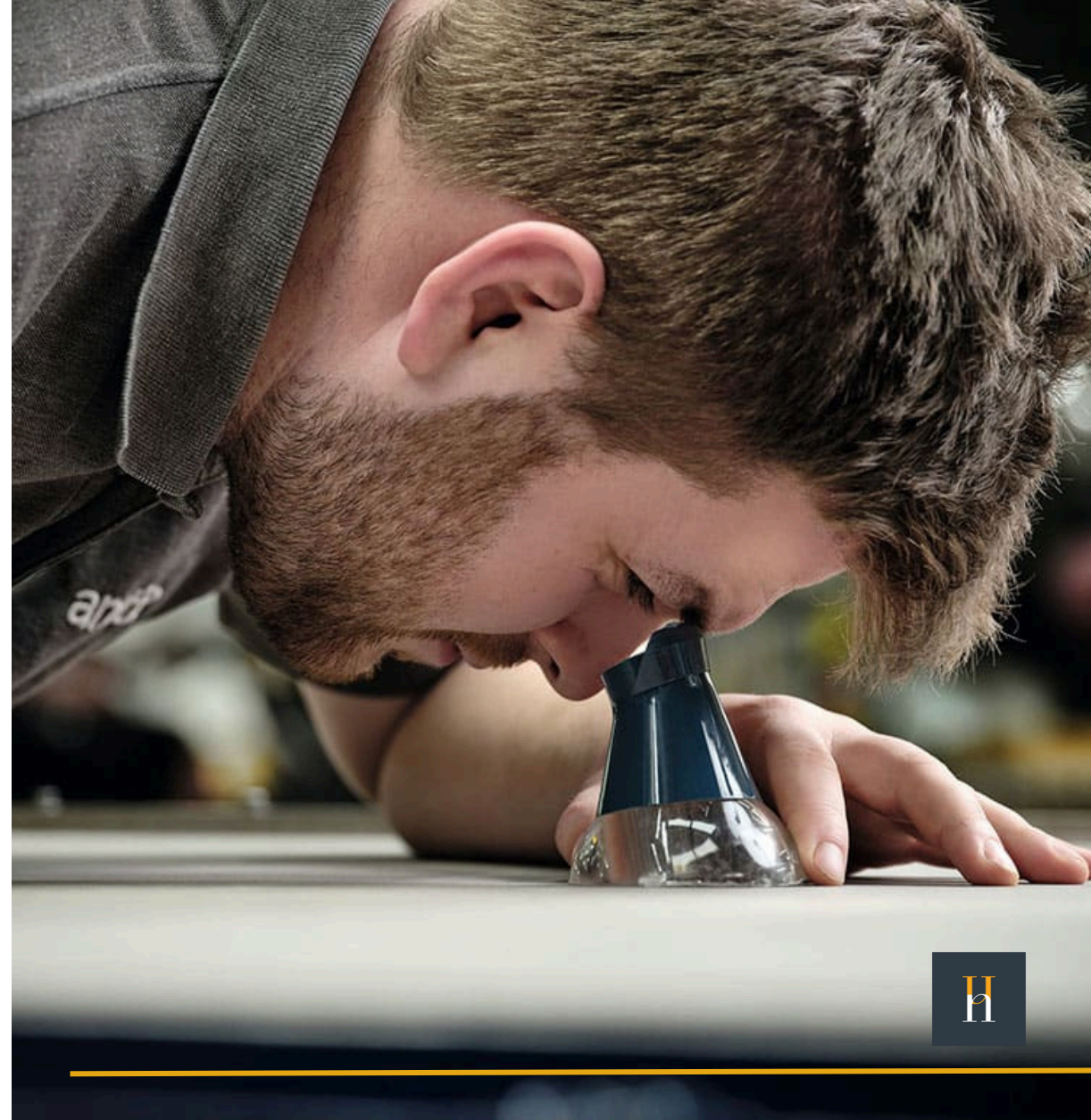
- Development of an extensive target list of companies that possessed niche talent and senior executives aligned with our client's needs.
- Creation and sharing of a regular talent bank report, gathering key data including remuneration details, motivations for change, and career aspirations.
- Farming of the talent pool by our in-house research team, to engage and maintain a relationship with potential candidates.
- Adhering to a commercial structure which offered significant cost savings compared to a traditional retained approach.





# The results

- Creation of a talent pool of between 70-150 candidates for each role, from a total of 144 target businesses.
- Identification and engagement with 20 high-potential candidates for the role of CEO.
- Collation of valuable competitor knowledge, providing our client with significant market intelligence.







Holmes Noble's proactive approach and extensive research led to cost savings and efficient hiring processes for the client.

We provided game-changing talent tailored to the client's specific needs, driving immediate and long-term success.

Recognised as a valuable partner for the future and able to leverage a relevant talent pool, Holmes Noble was engaged on six further search assignments with the client.

Holmes Noble's commitment to innovation and excellence solidifies our reputation as a leader in talent management, fostering lasting partnerships worldwide.

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