

EST 1926

BANHAM

SECURITY

Case Study

Sector: Retail



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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.

- Lucie Banham, Managing Director

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What was the challenge?

Banham Group is a prestige provider of home security products and services, with a discerning and loyal customer base who see the Banham brand as a hallmark of quality and customer care.

Looking to build on the strength of their position as a heritage brand, Banham has ambitious growth plans domestically and internationally.

However, like many SMEs, Banham often found the search for game-changing talent to be challenging. Competing against larger organisations as a niche brand meant it was difficult to attract the level of talent needed to allow Banham's board to concentrate on growing the business.





What have we done?

By understanding the strategic direction and the cultural dynamics at play within the organisation, Holmes Noble has become a trusted partner to the Banham board. The roles we have placed have been varied, but they have all had one thing in common – the candidates are progressive, dynamic, and ready to continue Banham's transformative journey.

As well as supporting the company's growth with a strong people strategy, we have also worked with the Banham board members through executive coaching to ensure that they have the tools needed to unlock and maximise their potential.

Holmes Noble has become a valued partner and a sounding-board to support the business's evolution. This partnership has also enabled Holmes Noble to provide the best possible candidates to add value both technically and culturally.

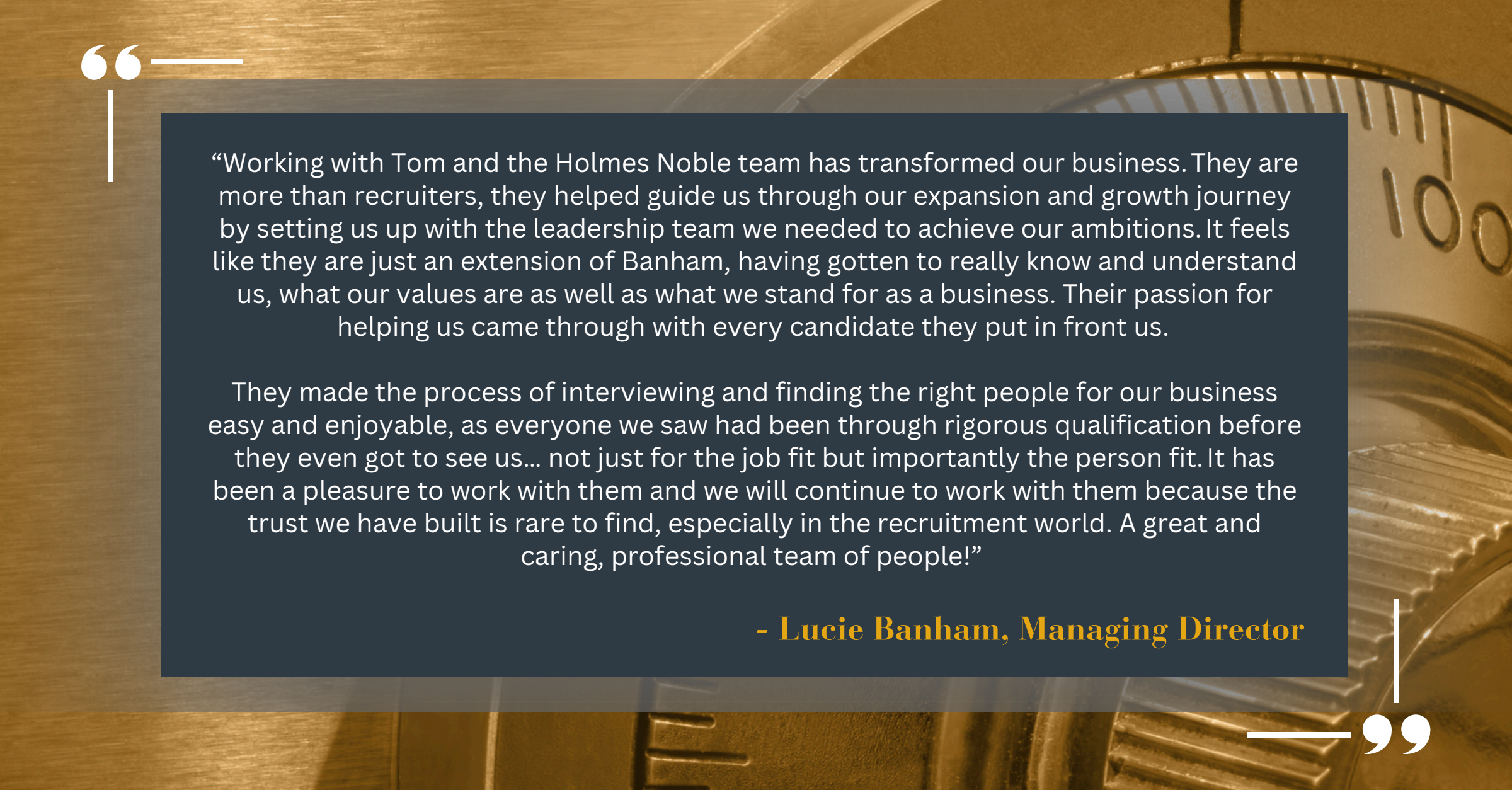
What are the results?

Since 2022, we have placed around 10 candidates with Banham in various roles, including Heads of Installation, Aftercare & Sales, Keyholding, Sales, IT, and Compliance. These candidates, often coming from blue-chip or global businesses, have introduced best-in-class practices to drive change and transformation within the business.

By bringing in experience from outside Banham's industry, these individuals have provided fresh perspectives, helping to transform processes and make a significant impact across all areas of the organisation. This has enabled the board to focus on developing the company's strategic growth plan.

As a result, Banham has accelerated its growth journey and experienced a revenue increase over the last twelve months. The quality of the people Holmes Noble has introduced to Banham has given the business 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 of 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 rare to find, especially in the recruitment world. A great and caring, professional team of people!”

- Lucie Banham, Managing Director

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