

## Talent acquisition strategy and delivery provided for CPA firm's national expansion.

### A Customer **STORY**

*This customer is a well-respected financial services organization headquartered in Wilmington, Del., that includes a traditional CPA firm, a resources group and a financial consulting group. They have been dedicated to delivering consistently exceptional services to their clients. Founded in 1988 as a three-person firm, this organization currently boasts over 550 employees in most major markets across the country.*

### Areas of **FOCUS**

**Industry:**

- Financial Services

**Positions:**

- Corporate Professionals

### Customer **CHALLENGE**

Our client secured a relationship with a worldwide financial services organization headquartered in Manhattan and as a result was looking to engage more than 350+ professional resources across major markets in the United States. While excited by the opportunity to service customers through a national expansion, the company needed to increase staff quickly to support this growth, while maintaining their integrity and hiring values. Having already demonstrated the ability to understand and advise this organization on many issues on the people-side of the organization, CBI Group earned the opportunity to create a solution for this challenge.



### Blank Sheet of Paper **SOLUTION**

CBI Group contributed to building an overall talent acquisition strategy that incorporated a three-prong strategy. Two experienced full cycle recruitment consultants were assigned to begin assisting with sourcing, interviewing and making and negotiating offers. CBI then helped build a robust and effective employee referral plan and provided an interim consultant to help deliver results that ultimately filled a good portion of the overall hires. CBI Group also built an offsite sourcing team of experienced agency-style recruiters to directly source passive candidates from identified competitors across the country. The solution also included the establishment of relationships among recruitment firms with a national footprint to help ramp up hiring rapidly.

**CBI is a trusted partner that provided the best of both worlds; sound advice and professional delivery.**

### How did CBI Group add **VALUE?**

In one and a half years, this organization expanded nationally, grew revenues over 350% and hired over 450 new talented associates. CBI Group was instrumental as a trusted partner in helping them achieve success and build a foundation for the future. CBI Group also has earned the right to continue to build and deliver solutions related to the company's talent acquisition. CBI Group provided Human Resources consulting and delivery including, but not limited to, the development of an orientation program, performance management system, leadership training, and selection of an HRIS system. Additionally, CBI Group provided sales coaching and strategy consulting. CBI Group has proudly earned the right to be referred into clients of this firm by many associates and leaders of the organization.

**We Build Recruitment SOLUTIONS**