



WE'VE GOT A TALENT FOR BUSINESS.®

Case Study: CEO Succession at a National Healthcare Distribution Leader

The Chairman of a national leader in healthcare product distribution, for which The QTI Group had done prior HR Consulting work, retained the QTI Group upon the departure of the organization's CEO. Key leadership concerns facing the organization included the need to redefine its relationship with its key upstream distributor, and the need to develop and execute a revenue growth plan through some combination of customer acquisition, expansion of service offerings, and improved communication with customers.

Working with the Chairman and the organization's national Board of Directors, The QTI Group conducted a full-scale chief executive search. The project began with a survey of the Board of Directors, followed by a QTI consultant interviewing each Board member for insights about the organization's unique needs and culture. QTI then researched and proactively contacted hundreds of industry executives to generate interest and candidate referrals. QTI also launched a traditional and social media outreach campaign that generated wide national visibility for the organization, and interest in the leadership opportunity.

QTI's executive search consultants spoke with hundreds of executives, screened dozens of interested candidates, presented several thoroughly vetted candidates for the Board's consideration, and helped the Board select some of those candidates to interview. QTI then facilitated two days of interviews at a Chicago conference center, bringing Board members and candidates together from around the country.

Finalist candidates underwent further onsite interviews, and Leadership Assessments which helped the Board reach its ultimate hiring decision. QTI's HR Consulting division then helped the organization design a performance-driven incentive compensation plan for its new CEO, who later engaged QTI to evaluate and redesign compensation plans throughout the organization.

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