

Solidifying Your C-Suite When “C” Stands For “Competitive”

A Case Study



Executive turnover is at an all-time high since 2008. That gives scaling organizations a fresh pool of candidates to choose from - and threatens organizations that won't adapt. Here's one company whose leadership, with Averro's help, committed to understanding and defining their culture so they could launch a dedicated effort to attract and retain the right executive.

Thanks to rapid growth, an innovative Cloud Migration company in Seattle needed a new senior leader to take the reins of their 70-person engineering division. The company's CIO (who had championed the engineering division since day one) felt it was imperative to maintain the team's internal culture and efficient processes, which had led to such exponential growth thus far.

An Uncommon Solution

Averro led an in-depth position analysis in partnership with key leaders, providing ground-level insight from existing knowledge gathered from previous projects with the engineering division. (We had supported the company's technical operations with Talent On Demand services for the past two years, giving us valuable insight into day-to-day operations, as well as relationships with leadership and the engineering team.)

Averro recruiters then dove into their networks to meet with potential high trajectory candidates. We rigorously assessed their values and past achievements to recommend ideal candidates for our client's role. Ultimately, the organization found a leader that was well respected by their constituents and colleagues within the organization and was a perfect fit for years to come.

High Trajectory Impact

By working with Averro's Executive Search team, our client was able to successfully define their cultural dynamic and push beyond the bounds of a traditional job description. The C-suite at this company was consulted on how to attract the right candidate for the role, and was given the framework to make them a permanent fixture.

Averro acted as a recruiter, consultant, and (at times) confidante. We also provided a structure that enabled the organization to identify an impactful leader. The company received valuable consulting along the way which allowed them to become more strategic and forward-thinking - reducing growing pains that are common during a rapid period of growth.



We took a consultative approach by gaining a comprehensive understanding of the internal and external factors, and acted as a networking liaison between leaders of this company and potential candidates.”

Rob Merideth
Averro President

