



Filling a Role, Rebuilding a Company

OG Situation Analysis

Diana Herpel, Executive Director in our Frankfurt office, reached out through her network to a board member of a German commercial finance company when she heard that it needed a new head of IT. She had worked with the firm in the past but only on a small number of low-level placements. Her contact introduced her to the other members of the board of directors, who gave her the search. The client was faced by an array of pressing issues. The global financial crisis had led to an extended hiring freeze, during much of which time the IT division was leaderless. There was no communication between line managers. An equally serious issue was that the platform had been built out by developers and administrators without contributions from business analysts, project managers or architects. It was apparent to everyone that the new hire would need to fundamentally rebuild and modernize the firm's IT platform.

“*A search is not just about placing a person in a role in which they can flourish. It can be about helping a client define and develop its strategy for the future.*”

Diana Herpel, Executive Director,
Options Group, Frankfurt

Turning to her network, Diana identified a young but highly talented professional, whom she had previously placed at a financial institution, although he had subsequently

joined another financial services firm. The question was, would the client agree to give complete responsibility for its IT platform to such a young person?

OG Approach

Working closely with the board members, Diana persuaded them that youth, combined with great talent, is no drawback in IT. This was, in fact, an opportunity to create an IT strategy that would deliver outstanding value to external clients and line managers alike. Once the new head of IT joined the client, he began a systematic rebuilding of the department with Diana. Together, they brought in almost twenty new professionals who have been able to profoundly regenerate the company's strategy and platform.

OG Results

By a number of measures, the search was an enormous success. The client found a new head of IT. It took a risk in entrusting its IT platform to a gifted younger professional; and he in turn revitalized his department and contributed to the development of the company business plan. The team is transforming the firm's IT architecture and updating its core systems.

Contact Us

OGiQ@OptionsGroup.com

Americas

New York +1.212.982.0900

Bogotá +57.(1).358.2602

São Paulo +55.11.4082.9010

EMEA

Frankfurt +49.(0)69.971.941.10

London +44.(0).207.448.0100

Zürich +41.43.497.3048

Asia Pacific

Hong Kong +852.2155.1300

Mumbai +91.22.6129.3200

Singapore +65.6809.2802

Sydney +61.2.8249.8335

Tokyo +81.3.6228.7460