

## Diversity at Dubai

### **Case Study 2 – Executive Search Experience at Vrinda Global**

This was a most quizzical assignment, at least the way it turned out. The celebrated Dubai client was looking for a Project CEO for a 1.5 bn USD initiative. Infrastructure had been on fire in terms of massive growth over last few years – appropriate leadership talent was difficult to find.

Companies that deliver EPC Projects are commonly referred to as EPC Contractors. The engineering and construction contractor will carry out the detailed engineering design of the project, procure all the equipment and materials necessary, and then construct to deliver a functioning facility or asset to their clients. This is a complex role, as it entails a blend of milestone project management, technology & procurement issues, and regulatory cum manpower episodes.

Well, a most suitable candidate was found, and he arrived at the Dubai Head Office to take charge.

**Closure:** The first shocker to the team at Dubai was noticing the fact that the Would-be-CEO was wheelchair bound; all his selection interviews had been telephonic, and somehow his being physically challenged had not come to notice. We on our part had put this observation in the candidate dossier, making an exception as otherwise he was the most fitting aspirant. The Board of the firm deliberated and on grounds of encouraging diversity, went ahead with the joinee.

**Learning:** What makes a firm large and respected is not its topline – it is its value of humans. On our part, we had to be careful in adequately highlighting special attributes of every candidate.

**Satisfaction Level of Client:** 4.7 stars