

Fee Loss

Case Study 3 – Executive Search Experience at Vrinda Global

The client was on fire – when it came to us, its internal machinery had been unable to provide a West Region overall business head, a la CEO for last 4 months. The deputies were handling the desk, and doing a bad job at it. The West contributed 40% to the firm’s kitty. The country CEO was based at New Delhi, managing another 40% of the business, South and East were small in share.

A week into the mandate, we came across a gem of a candidate, but who was suggested by an affiliate firm – to process that case meant we would have to share 40% of our fee realized.

But the client’s need seemed overwhelming; given time, we could’ve found a directly fitting candidate ourselves.

Closure: The role was closed wherein we had to dish out 40% fee to our affiliate firm, but that’s part of the life.

Learning: Rather than go inward, we have fostered better and deeper networking with other firms; it enables quicker efficient servicing. Exchange of notes allows syncing with industry trends.

Satisfaction Level of Client: 5 stars