

PE-backed Industrials

CLIENT SNAPSHOT

Buyout of regional industrial solutions co.

\$50m

Revenue

175

Employees



LaunchWell quickly assessed the needs of our rapidly growing organization, addressed urgent priorities, like resetting our performance management system, and set the foundation for a future full-time HR executive.”

— CEO

Situation

First institutional capital

No Professional HR Leadership

~3x Headcount growth in 18 mos.

RISKS

- Inability to service growing organization with HR capacity and infrastructure
- “Us vs. them” (clashes between legacy and acquired teams)
- Organizational alignment and integration strategies
- Leadership buy in/support on new approaches/best practices

LaunchWell Engagement



Fractional CHRO

Trusted adviser to professionalize & transform



Build & Refine HR Capabilities

To drive organizational maturity and success



Partnered Directly with CEO

And leadership team

Results



Created org alignment

Top/down & bottom/up org assessment & alignment via stop, start & continue exercise



Established leader dev program

Assessed talent for performance and potential for leadership development program



Redesigned Perf Management

To align performance to organizational goals & create accountability



Created Compliant Handbook

Rebased all policies, agreements, and guidelines to reflect current operating needs