

# — § — SUDDUTH SEARCH

## CASE STUDY

## Industrial



How Advanced Industrial Devices used Sudduth Search to conduct multiple searches and build out their leadership team.

### AT-A-GLANCE

#### Market Sector

Automation and control solutions

#### Ownership Structure

Private equity, Black Bay Energy Capital

#### Positions Filled

Senior Vice President of Sales  
General Manager of Power Solutions  
Account Manager (3)  
Electric Panel Engineer

## CHALLENGE

Our client is in a high-growth mode and needed to add several key hires to their leadership team to drive sales and growth into new markets and take this focus off the CEO. A General Manager was then added to build out and launch a new Power Solutions division. The Sudduth team then completed 3 additional searches for the AID team.

## APPROACH

A key with the leadership roles was finding the right blend between strategic and tactical experience. The SVP search focused on growth-oriented sales leaders with experience successfully expanding into new markets, implementing or improving sales processes to support company growth, and a passion for growing and developing sales teams. The General Manager search focused on candidates with an entrepreneurial drive and proven track record of building or growing divisions in this market segment. Being a hands-on leader and having the ability to start the division from scratch and build a strong team was also key.

## RESULTS

For the SVP of Sales search, our team identified over 140 potential candidates, and from that slate, 8 SVP sales candidates were interviewed, 2 finalists were identified, and the offer process was expedited for the selected candidate who turned down another offer to accept this position.

3 General Manager candidates were interviewed for this role and a finalist was quickly identified. The candidate had successfully built and sold his own business in the space and was looking for his next challenge.

*"Sudduth Search was the partner we needed to support our ambitious growth objectives. Not only did we need to attract talent capable of identifying the best market play right now, but also leaders adept at implementation and execution. A tall order!"*

**- Russell Claybrook, President & CEO**