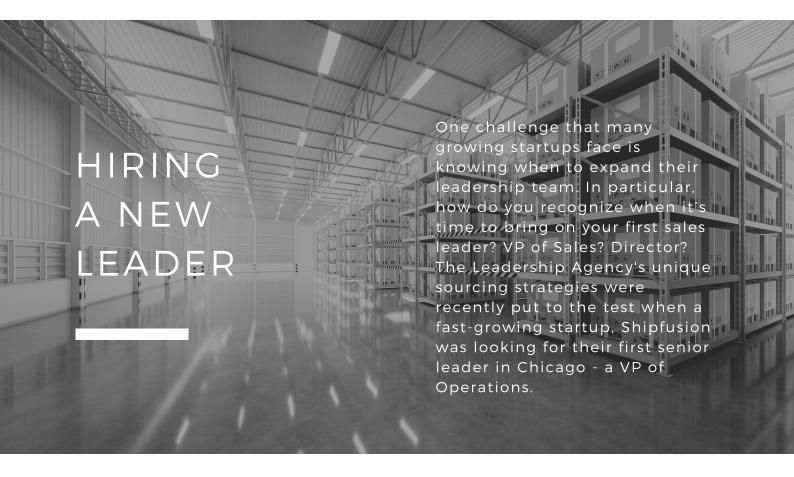
# A CASE STUDY WITH:



VP, OPERATIONS



## ABOUT US, THE LEADERSHIP AGENCY

The Leadership Agency is North America's recruitment partner of choice for the fastest-growing startups. With a mission to help build the most impressive companies of our generation, The Leadership Agency helps startups find and hire best-in-class talent. As industry disruptors with over 15 years of experience and award-winning services, The Leadership Agency has truly become the one-stop-shop for startup recruitment.

Working exclusively with startups, The Leadership Agency reaches all lines of business, including C-level, sales, leadership, tech, finance, marketing, and more.

Visit: www.leadershipagency.com for more information.

Check us out on:

LinkedIn: /theleadershipagency Instagram: @theleadershipagency

Twitter: @weheartstartups

THE NUMBERS

# OUR STATISTICS

Numbers tell us a lot about a search. They not only provide us with real-time data but also insights into the talent market.

TIMELINE:

**5**MONTHS

INTERVIEWED:

10 CANDIDATES **PRESENTED:** 

12

**CANDIDATES** 

PLACED:

VP,
OPERATIONS



Founded in 2014, by a team of long-time eCommerce and logistics professionals, Shipfusion believes retailers should be able to trust their fulfillment partners as much as their in-house teams.

## SHIPFUSION'S COMMITMENT TO ENTREPRENEURSHIP & INNOVATION

The Leadership Agency is committed to partnering with clients that uphold values of working with companies that uphold the same values of inclusivity, transparency, innovation, and commitment to diversity. "Shipfusion prides itself on its commitment to entrepreneurship and innovation. We have chosen a collaborative approach in achieving its objectives, with a culture revolving around teamwork, empathy, and shared values". Shipfusion focuses on guidance and mentorship to help its people grow and develop their careers.

### CASE STUDY: SHIPFUSION

### THE CHALLENGE & SOLUTION

# OUR PROCESS

Since being founded in 2014, has grown to support the fulfillment needs of eCommerce businesses. Operating in Toronto, Chicago, Los Angeles, and soon in other US cities, Shipfusion needed to hire a VP, Operations in Chicago to take over responsibilities previously run by their CEO.

The team at Shipfusion engaged The Leadership Agency and tasked them with finding a VP of Operations to be the first senior leader in their Chicago headquarters. The Leadership Agency's first step in its unique sourcing process began with a debrief call with the ShipFusion team to fully understand their requirements and gain in-depth knowledge of the company, the culture, and the brand. With a solid understanding of the company and role, The Leadership Agency team launched the role within one hour and went to market.

## DISCOVERY WITH THE SHIPFUSION TEAM

- Meeting with the Team: Our team sat down with four members of their Senior Leadership Team, including their CEO and Manager, Growth to discuss the scope of the VP, Operations role.
- Company Culture Analysis: The Leadership Agency begins every search by learning the company culture, and understanding the core values of the team and leadership.

• Revenue Model Analysis: To truly align with the goals of a business – and identify and attract the best candidates for the role – requires an understanding of the financials. The Leadership Agency acquires comprehensive knowledge of a company's revenue model by asking the right questions: Are they looking to grow current contract revenue, acquire net new business, lower their churn rate, increase monthly recurring revenue, expand into new markets, or go upmarket and get to the enterprise?

#### **SETTING TIMELINES**

The Leadership Agency set up transparent and aggressive timelines in advance so that the Shipfusion team would know what results to expect and when. Shipfusion understood and approved the precise dimensions of the search including:

- The date of when candidates and a talent market analysis will be presented
- A fully managed interview process
- · Candidate profiles and analysis tools
- Strategic offer guidance



Within an hour of its initial consultation, The Leadership Agency launched the search. Key deliverables included:

- Search launched in an hour
- Within five business days, Shipfusion was presented with vetted, qualified candidates, and a talent market analysis
- The Leadership Agency team held detailed conversations with a number of industry leaders to find just the few who would be great fits for the Shipfusion brand
- Within 5 months of launching the search, Shipfusion had their new VP, Operations in Chicago hired and ready to onboard

## THIS SEARCH WAS LED BY:



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## **THELEADERSHIPAGENCY**