

— 3P Partners Case Study

CASE STUDY SVP HUMAN RESOURCES SEARCH



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2021

A \$4B Dairy Operator

Sought a Senior Vice President of Human Resources due to the retirement of a long-standing member of the executive leadership team.

The Client: \$4 Billion Dairy Operator based in California.

The Role: SVP Human Resources

The Challenge:

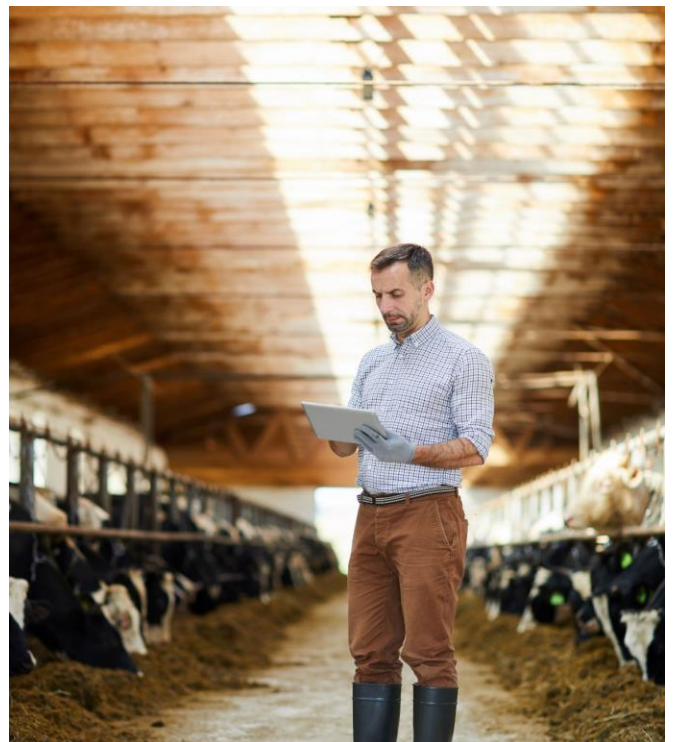
A California-based multi-billion-dollar food manufacturer sought a Senior Vice President of Human Resources due to the retirement of a long-standing and well-regarded member of the executive leadership team.

As the head of HR at a business that values diversity and has a strong lean culture, the SVP HR drives the human capital strategy and is responsible for performance in the areas of talent acquisition, diversity and inclusion, succession planning, learning and development.

This role also leads engagement and retention, total compensation and benefits, employee relations, state, and federal labor law compliance, and HRIS administration.

The Solution

3P Partners completed the confidential search within 5 months. The successful candidate is an HR executive with a rich background in the dairy industry in both union and non-unionized work environments. They were selected for their extensive experience in labor relations, multi-tier succession planning, total rewards programs, executive leadership training, engagement & retention, change management, and



capital and loss prevention across 12+ manufacturing facilities.

The 3P Difference

We are the industry leading food and agribusiness executive search firm and approach experienced candidates who are not actively looking for a new position and conduct comprehensive interviews to give you access to a broader, more qualified talent pool. Our reputation relies on our ability to deliver high quality service and timely results. Our DNA is in our focus on the 3 Ps:

People - We treat every search as if we were hiring for our own team. We take the time to understand your business needs and tailor our search to suit requirements.

Partnerships - As a result of our collaborative approach, more than 87% of our search assignments are granted due to repeat business or Dairy industry referrals.

Performance - We pride ourselves to deliver high quality and timely results for each strategic placement. There is no fee unless we provide a solution to your hiring needs.

The Results

The client was extremely pleased with our collaborative hiring process and ability to identify a candidate who not only had extensive industry experience but was a great cultural fit.

Prior to this search, 3P Partners had forged strong relationship with this client and a solid understanding of their business needs. Our team placed their Vice President of Quality Assurance and Regulatory Affairs, Vice President of Supply Chain, Director of Demand Planning, Director of Customer Relations, and Group Controller.

Since this search, 3P was tasked with filling a Vice President of IT, and several middle management positions.



Executive Search

Industry leading CPG & agribusiness search firm.

3P Partners

We partner with Fortune 100 and privately-held CPG food manufacturers & agribusinesses.

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