

Context:

The Berkeley Group is comprised of five autonomous companies. Due to the federated structure of the business, it was becoming increasingly challenging for the IT department to develop a singular unilateral IT strategy. Senior IT executives were stretched in terms of time, budget, and capacity to meet the overall demand of the business.



Transformation:

IT leadership at Berkeley Group identified a number of key IT transformation objectives that needed to be delivered, such as: simplifying the IT applications landscape, enhancing the mobility capability of the firm, digitizing the supply chain, and enhancing the robustness of the infrastructure and services functions.

In order to complete such a complex transformation, Berkeley needed to make some strategic hires, including a CTO, a Head of Projects, Head of IT Operations and a Head of BRM.

Project scope:

La Fosse worked closely with CIO Neil Hodson to find the right candidates who had worked in similar, deep federated groups with a complex array of stakeholders and business leaders.

We sourced candidates with extensive experience in departmental and IT landscape transformations, who could efficiently and effectively deliver on the transformation proposed at Berkeley Group. La Fosse conducted in-depth interviews and worked all four roles concurrently to ensure that each hire had a balance of skills that complemented one another.

Results:

La Fosse successfully delivered the campaign in line with our proposed schedule, and as a result of these hires we continue to work with The Berkeley Group.

