



THE CHRISTOPHER GROUP

AGILE HR BUSINESS SOLUTIONS

EXECUTIVE HR SEARCH | INTERIM HR LEADERS | FRACTIONAL CHROS | HR ADVISORY & CONSULTING

Case Study

Building an HR Leadership Team in Under Two Weeks During a Corporate Spin-Off

The Challenge

When an industrial services company was spun off from a large conglomerate, it faced an immediate and significant people risk. Upon completion of the separation, the business would be left without an internal HR team, creating potential disruption across operations, compliance, employee relations, and workforce continuity.

The timeline was unforgiving. The new organization had only a limited window to operate under service level agreements with its former parent company. Within that narrow timeframe, critical HR infrastructure, leadership, and support systems needed to be fully established. Any delay would introduce risk not only to compliance and governance, but also to employee confidence and day-to-day operational execution across multiple locations.

Compounding the urgency was the complexity of the workforce. The organization required HR leaders who understood industrial services environments, including the nuances of supporting large, distributed hourly populations and field-based teams. These were not roles that could be filled with generalists. The business needed individuals with deep subject matter expertise, strong business acumen, and the ability to lead through ambiguity. Just as importantly, these leaders needed to align with a fast-moving, high-demand culture where adaptability, responsiveness, and credibility on the ground were essential.

The Solution

Within less than two weeks, a comprehensive HR leadership solution was delivered across multiple regions. This included the successful identification and placement of four field-based HR Business Partners, each aligned to a distinct geography, along with a Regional Director of Human Resources to provide oversight, consistency, and strategic direction across the function.

The approach balanced urgency with rigor. Each candidate was assessed not only for technical expertise in areas such as multi-state employment law, employee relations, and operational HR support, but also for their ability to operate effectively in a newly independent organization undergoing rapid change. The focus was on identifying leaders who could step in immediately, build trust with frontline teams, and begin establishing scalable processes from day one.

Rather than limiting the organization to a narrow set of options, a robust pipeline of more than twelve highly qualified finalists was presented. This level of depth ensured that the client had meaningful choice



throughout the process and could make confident, well-informed hiring decisions. It also allowed for careful alignment between each candidate's experience, leadership style, and the specific needs of each region and function.

The speed of execution did not come at the expense of quality. Each hire was selected with both immediate impact and long-term scalability in mind, ensuring that the newly formed HR team would not only stabilize the business in the short term, but also support its continued growth and evolution.

The Outcome

The outcome was decisive. All five HR leadership roles were successfully filled, including the four geographically aligned HR Business Partners and the Regional Director of Human Resources. The organization moved from having no internal HR capability to a fully staffed, strategically aligned HR leadership team in under two weeks.

This rapid buildout ensured immediate continuity at a critical inflection point. Employees across multiple regions had access to HR support without interruption, reinforcing stability and maintaining engagement during a period of significant organizational change. Operational leaders were able to rely on experienced HR partners who understood the business and could provide practical, real-time support.

Beyond continuity, the organization gained a leadership team capable of driving both structure and scalability. The newly placed leaders brought the experience required to implement foundational HR processes, strengthen compliance, and support workforce planning, while also contributing to a culture aligned with the company's growth trajectory.

This engagement underscores the importance of speed, precision, and depth in high-stakes HR talent work. In moments such as spin-offs, carve-outs, and large-scale transitions, organizations cannot afford delays or misalignment. They require talent partners who understand the broader business context, can access the right talent quickly, and deliver leaders who are ready to perform from day one.

This case demonstrates the ability to build critical HR capability under pressure while maintaining a high standard for fit, quality, and long-term impact. It reflects a disciplined approach to talent that prioritizes both immediate execution and sustainable success in complex, rapidly evolving environments.