

An innovative firm in the environmental sector was at a critical and important juncture in its brief history. It did not have the infrastructure needed to support staffing and people development needs through an accelerated growth period.

Equity Solutions was selected to help facilitate this growth by:

- Restructuring the firm to better meet growth
- Coaching leaders on change management
- Sourcing talent to fill critical and hard-to-fill positions

### The Client

- Environmental firm with a clear mission
- Unique niche, positioned well for growth
- Operations on three continents
- Contributed millions to the local economy



### The Challenge

The firm entered a niche industry and grew rapidly over a few years. Their challenge was providing the appropriate people, processes, procedures, and systems needed to support this unprecedented growth. In addition, the firm wanted guidance on integrating diversity, equity, and inclusion into their operations fabric.

Equity Solutions' opportunity was bridging talent acquisition and organizational development for this firm.

### The Solution

Equity Solutions conducted an organizational assessment and incorporated qualitative and quantitative data from leaders and the organization. We interviewed key stakeholders and surveyed all staff. We also reviewed critical documents including, job descriptions, performance appraisals, and employee contracts, among others.

Equity Solutions also completed a 360° assessment of the senior leaders to identify strengths and opportunities.

## THE RESULTS

The comprehensive assessment provided the firm with a clear picture of their culture and how leaders' behaviors support or counter it. The findings led to several strategic and tactical action items which Equity Solutions was able to support following the assessment, including:

- Restructuring the entire firm to better support the current service lines and future business
- Developing leadership competencies (for staff and leaders) and aligning them with the performance management process
- Crafting HR/OD related policies, and accompanying processes and procedures
- Filling critical positions such as sales, operations, and research and development
- Creating an onboarding program to prepare new hires for quick ramp up