

CASE STUDY

DIVERSITY TALENT RESEARCH



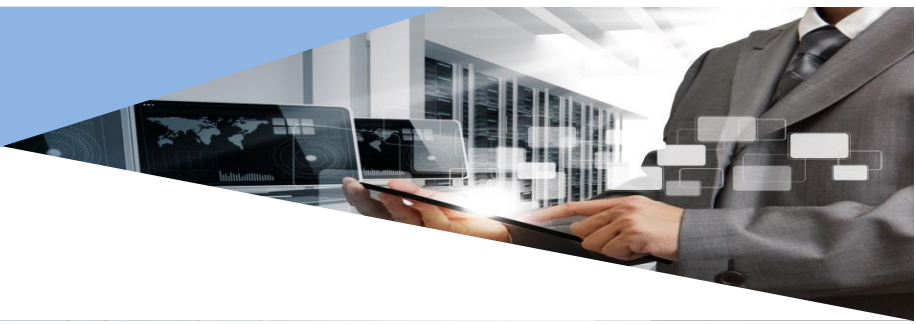
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Client Profile

- Our client is a joint venture and an IT consulting and Technology Services Company based out of North America
- The company operates in over 70 locations across North America, Europe, Asia, South America, and the Pacific with over 20000 employees

The Requirement:

- The company has set a strategy to transform the company's senior leadership team globally by inclusion of diverse talent in candidate slates
- Initially the client engaged KGiSL to identify top diversity candidates working at competitor companies in 22 different global regions and in relevant lines of business that which the company operates
- The business divisions included Cloud Services, Application Outsourcing, Delivery, Finance, Global Service Lines, Human Resources, Legal, Product Development, Sales and Marketing

How we helped this client?

- KG deployed a dedicated team of experienced researchers that understood the niche requirements
- Developed a research strategy with timelines and ratios, which is jointly reviewed and agreed with the client
- The team identified and profiled diverse executive talent that included African-American, Asian, Filipino, Black-African, Latino / Hispanic, Native American and Pacific Islander origins. We also identified women executives
- Using diversity research techniques, primary and secondary research, gathered executives at Vice President, Senior Vice President, Executive Vice President and C-level

The Results:

- Generated over 3000 diversity names and resumes matching the client criteria complete with all available contact information, biographies and profiles within a shortest turnaround
- Documented and submitted the following which added immense value to our client
 - All our research findings
 - Research pools by geography
 - Diversity research techniques and
 - Best-practices in sourcing diverse and women executives
- The client was pleased and wanted to engage KGiSL to support them with end-to-end recruitment on an on-going basis

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