



**Conde Group Inc.**  
Connecting Talent and Technology

## A Large Automotive Manufacturing Company

**The Situation:** A leading automotive manufacturing company announced that it was relocating its headquarter offices from Southern California to Tennessee. As the majority of the company's IS staff resided in Southern California, it was anticipated that the move to Tennessee would have a great impact on future staffing needs.

**The Challenge:** Unique "on-boarding" challenges surfaced with the volume of new hires. Due to strategic initiatives such as ISHIFT, a proprietary restructuring program, IS resource requirements were immediate. In order to perform transitioning/transformation activities, ISHIFT requires key resources to be on board. New associates would need to quickly learn the company's IS technology environment. They would need to understand the organization's IS structure, as well as the business drivers and customer base supported. Tool, equipment and space requirements would be urgent. New associates would also need to learn and understand the company language as well as problem resolution and escalation. In addition, briefings on key technology initiatives (project work) and points of contact for information knowledge gathering would also be required for new associates.

**The Response:** Conde Group, Inc. was brought in to perform the initial assessment and provide management recommendations for the company's IS recruiting project. This included key risks and mitigation strategies. Additionally, Conde Group's comprehensive recruiting, screening and interviewing capabilities resulted in augmenting positions with temporary staffing.

**The Results:** Conde Group, Inc. quickly and efficiently met the customer's needs and helped get the high priority relocation project moving forward. All activities developed and managed by Conde Group were implemented across the entire organization, not just in the IS dept. In addition, all recruiting strategies, processes and procedures developed by Conde Group, Inc. became centralized at the organization level. In summary, by providing the needed resources in a timely manner, Conde Group, Inc. demonstrated its value as an effective partner that understands business needs and technical requirements.

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