



SUCCESS STORIES

Case Study: The Ralph C. Wilson, Jr. Foundation

ORGANIZATION PROFILE:

The Ralph C. Wilson, Jr. Foundation is a grant-making organization dedicated to the improvement of children and youth, young adults and working class families, caregivers, and healthy communities in Western New York and Southeastern Michigan regions. In order to fulfill Ralph C. Wilson, Jr.'s requirement that his Foundation spend down its entire \$1.2 billion grant-making capacity within twenty years, the top executive members and trustees sought to build the strongest, most impactful Executive Management Team possible in order to carry out the founder's wishes and vision.

BUILDING THE TEAM:

The trustees and members of the Executive Management Team already established in Detroit, Michigan were tasked with developing the Foundation itself, establishing itself within the community, seeking out new relationships to further the mission, as well as adding a Vice President of Programs to the team. Because of Ralph C. Wilson's strong ties to both Buffalo and Detroit, the Foundation was seeking qualified candidates with grant making, foundation, and management skills as well as ties to the WNY region.

The Ralph C. Wilson, Jr. Foundation selected and hired **CPIBN** to fill the Vice President of Programs position in its Detroit, Michigan office. For continued success and growth, 65% of large non-profits utilize a formal recruitment strategy. Starting from the ground up, the Foundation is also formulating its own recruiting strategies. In order to find the right talent for its team, CPIBN worked closely with the CEO to source, screen, and select candidates for the Foundation's current needs. The CPIBN process is built around up-front preparation, creative research efforts, and accurate selection methods:

- **Management Meeting**—Met with client to define position and behavioral requirements, discussed potential sources for quality candidates
- **Database Review**—Reviewed the qualifications within our own database of potential candidates, also reviewed resumes already received by client to eliminate duplication
- **Proactive Sourcing**—Created awareness of position throughout Western New York and Detroit through active networking and research
- **Pre-qualification/Initial Interviews**—Prescreened candidates, in-depth interviews offered to those who met initial qualifications
- **Behavioral Assessment**—Conducted appropriate assessments, including WorkPlace Big Five, on select candidates to ensure position and organizational fit
- **Short List/Interview**—Provided a short list of candidates for client to review and interview
- **References**—Completed reference checks, provided more insight into candidate's personality and work place interactions
- **Schedule Second/Final Interviews**
- **Offer/Acceptance**—Worked with client to develop a winning offer and acted as liaison during negotiations

OUTCOMES

The positive and open relationship formed throughout the search process between CPIBN and The Ralph C. Wilson, Jr. Foundation and the creative/proactive methods utilized by CPIBN resulted in the successful placement of two members of the Executive Management Team. By sourcing nearly 50 candidates for review, screening and presenting very talented and qualified individuals, and maintaining weekly open communication, CPIBN was able to fill the Vice President of Programs, as well as the additional position of Vice President, Finance and Administration.