

## Comprehensive mapping of leadership talent in the sales function in the Alco Bev Industry in India.

### Client Needs

Identification of 2 senior professionals to head to aspects of the sales function (Pan India)

The client wanted The Taplow Group, India to partner in the identification, assessment and onboarding of suitable candidates from the Alco Bev industry only to fill 2 (two) critical roles in their sales team, both reporting into the Director – Commercial, who in turn reports into the MD.

Note: It would be important to note that we were empanelled on the two assignments after their internal team (both recruitment and business) worked on identifying potential candidates for a period of 6 months. A list of 25 odd candidates reached out, interviewed and rejected by the client was also provided to us at the time of starting of work on the assignments

### Taplow Solution

We discussed and agreed a timeline of 2.5 weeks to map all potential candidates matching the client specifications (industry background, total years of experience; minimum years spent in leadership role/s, geography managed, CTC, etc) and present a long list. At the end of the agreed timeline, we could identify 2-3 potential candidates for both the roles who met all the “must haves” as mentioned by the client. The client was happy with the background of the potential candidates identified and started their interview process.

We had 2 levels of internal assessment calls with each of the potential candidates identified and found suitable for the roles before presenting them to the client. We also undertook discreet reference checks of the final 4 candidates (two each for both the roles) identified for the roles to understand more about their leadership capabilities, market coverage, client connect, etc.

### Outcome

The client was able to successfully identify and onboard the two candidates whom they were seeking to fill two critical sales positions (leadership roles) in the organization and expressed their satisfaction with the entire process undertaken for the same as well as the strict adherence to the timeline in executing the process.

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