

CASE STUDY

Onboarding a Vice President HR for a Fast Growing EdTech Company



About Client & Background

The company started in 2016 and has already reached 2000+ schools & 8 lakhs students and the plan is to reach 25k schools and serving 10 MN students by 2025, planning to grow by 25x in 5 yrs. They run their own schools with the use of technology and with affordable private schools partner to improve the learning outcomes of students.

It empowers teachers through app which has detailed lesson plans and audio-visual resources. The school and parents can collaborate to work for the excelling in education with our integrated academic system. The client is India's 1st ever school EdTech brand to enter the Unicorn club with the funding of USD 100 million at a valuation of \$1.1 billion.



Job Role

Vice President HR

Client Brief & Job Description

The client was looking for VP level HRBP for its Tech function.

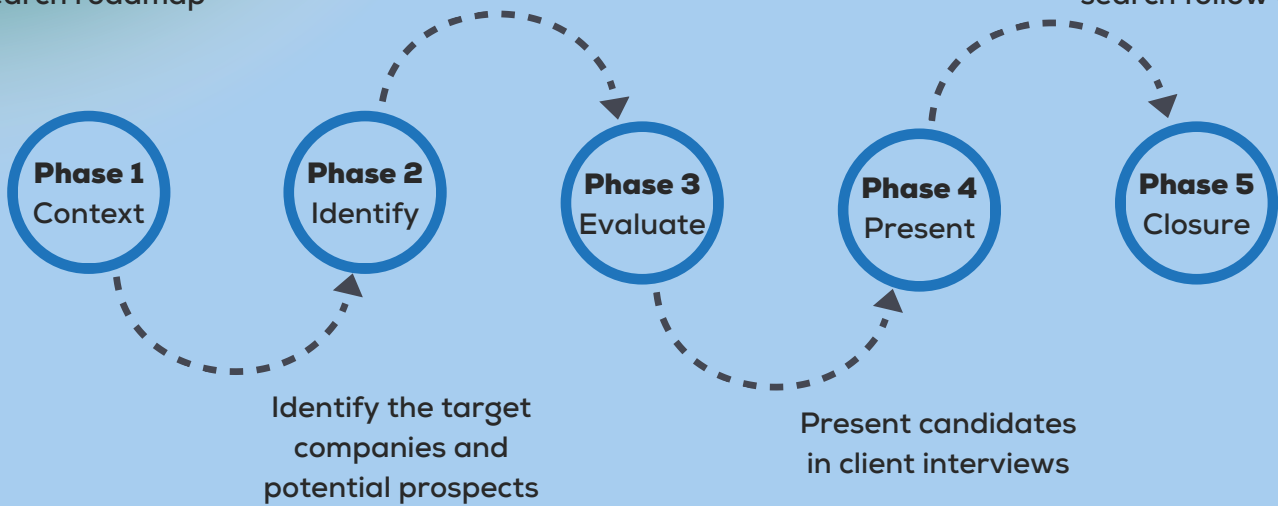
- The responsibilities were related to developing and managing the people agenda in the organization.
 - It includes tasks such as developing people strategies and policies, overseeing recruitment efforts, ensuring employee productivity, deploying learning initiatives, managing staff wellness, and driving retention.
 - The role also involves establishing strong connections with the team, recommending incentive plans, improving relations between managers and employees, and engaging with senior executives to address people-related concerns.
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Search Process

Assess needs and develop a tailored search roadmap

Attract & evaluate candidates

Complete the search and post search follow up



Outcomes

59 companies targeted

90 candidates identified

10 candidates shortlisted

Value Delivered

We had worked with this client to build their senior teams across functions, this helped us in getting a deep understanding of their business context and company culture. As a result we were better able to identify the best leader who would have lasting impact.

About Ishwa


"Ishwa" means Leader in Sanskrit.

Ishwa Consulting is a boutique leadership consulting firm focused on Executive Search, HR Advisory and Leadership Development. We help organizations dramatically improve performance through focus on leadership & talent. We align ourselves to client goals and are relentlessly focused on their success.

Our clients work with us for our ability to solve difficult searches and find best fit candidates for them. Knowledge of and access to a senior talent pool backed with a rigorous search process is enabling us to disrupt the executive search market. We are proud to have done over 150 high quality searches over the past three years that have contributed to distinguished careers and successful companies.

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WHERE PEOPLE MATTER

