



Case Study: Empower Brands

Executive Recruiting Partnership Supports PE Fueled Roll-Up

THE SITUATION

Empower Brands, a private equity-owned franchise platform with 30 years of success in commercial and residential services, needed to quickly and efficiently expand its senior leadership team to support a rapid growth and acquisition strategy fueled by fresh private equity investment.

OUR APPROACH

Fahrenheit Advisors' Executive Search and Recruiting Team executed an integrated approach by gaining a holistic view of the organization, establishing a research-driven understanding of the market. From there, the team designed a replicable process for sourcing candidates with deep industry experience and demonstrated success in rapid leadership progression.

Fahrenheit leveraged its team's expertise to navigate a complex hiring environment, which included strict client confidentiality provisos, candidate non-competes, private equity-related constraints, and industry-specific qualifications, all within an urgent timeline.

THE RESULTS

- › Placed ten leaders in a 24-month period, including: three Group/Brand Presidents and four Vice President's
- › Achieved placements within an average time to fill of 48 days, significantly shorter than the industry average
- › Partnered in the design of new positions in Human Resources, Finance, and Sales to support the organization's rapid growth
- › Created a strong, executable succession planning pathway for critical senior leadership roles
- › Fahrenheit has become Empower's on-call partner for all leadership recruiting

"From the initial conversations to the final interviews and offer letters, the process was efficient and seamless, and the attention to detail was always evident. We received several strong candidates, and Fahrenheit guided the candidates in a professional and effective manner while advising our team every step of the way."

*– Scott Zide,
CEO Empower Brands*