

Manhattan Construction Company



Challenge

Hire a president capable of propelling the company forward while exemplifying Manhattan Construction Company's well-respected culture

Solution

Partnered with Kaye/Bassman International Corporation to implement a thoughtful, strategic and efficient search for the right candidate

Results

Found a dynamic leader with the ideal mix of experience, values and influence to drive the company into its next phase of growth and innovation



“The stakes are particularly high when looking for a new company president. Our relationship with Kaye/Bassman helped us go into the search with confidence in our abilities to get it right.”

Steve Cannon

SENIOR VICE PRESIDENT, HUMAN RESOURCES

Company

Trustworthiness and dependability – those are the principles on which Laurence H. Rooney founded Manhattan Construction Company in 1896. Today these same values permeate every aspect of the company's culture making excellence and trust the hallmarks of its reputation. Responsible for high-profile projects such as Dallas Cowboys Stadium in Arlington, Texas; BOK Center in Tulsa, Oklahoma, and the U.S. Capitol Visitors Center in Washington, D.C., the award-winning builder is known for landmarks.

At the heart of Manhattan Construction's long-running success is a tradition of strong leadership, including guidance from four generations of the Rooney family who value integrity as much as business acumen. When the company needed to hire a new president, Senior Vice President of Human Resources, Steve Cannon, knew that finding someone with the right combination of expertise, character and influence was paramount to continuing the company's legacy of building excellence and civic-minded leadership.

Manhattan Construction Company Hires Industry Innovators with Help of Kaye/Bassman

ABOUT KAYE/BASSMAN

Kaye/Bassman was founded in 1981 with the mission to positively impact companies and enhance careers by providing the finest in professional, executive, technical & scientific search.



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Challenge

The scope of the search was much larger than filling an open position; it was a decision with far-reaching implications for the company's future. "While every employee contributes to an organization's culture and direction, a company president shapes the culture and determines the direction. That's why finding our president had to go beyond identifying someone with prescribed experience," Cannon explains.

Cannon and his team were looking for a candidate with extensive industry experience at the senior level as well as a magnetic and influential presence. Cannon wanted someone whose character exemplified the company's respected culture and who had a powerful vision to recognize and seize new market opportunities.

Solution

Manhattan Construction enlisted Kaye/Bassman's help in finding its next president. Based on years of working together, Cannon and his team knew they could trust the search and executive recruitment firm to smoothly guide the process.

Kaye/Bassman specializes in all functional areas of organizations, from entry-level to executive, so the team has a comprehensive perspective on the challenges, trends and opportunities facing the construction industry. "Kaye/Bassman's understanding of our industry, our competitors and our culture was critical to the success of this placement," Cannon says. "We were able to strategically fine tune the search parameters to ensure the success of this role - and ultimately our company." What's more, Kaye/Bassman's in-depth market knowledge and industry relationships provided valuable insight into potential candidates' reputations and capabilities.

In addition to collaboration, ongoing communication was central to the search project. Kaye/Bassman provided Cannon with frequent reports outlining candidates and tracking interaction with them. What's more, Kaye/Bassman expertly established and nurtured relationships with the candidates. "Joining a new organization can be a difficult decision for a candidate, particularly at this senior executive level. Kaye/Bassman did a great job of serving the candidates as well as us," Cannon describes.

Results

After an efficient and well-executed search and recruiting process, Manhattan Construction hired its new president, John Reyhan. With a 27-year track record of construction industry experience, Reyhan has worked on high-profile sports, education and federal government projects similar to those for which Manhattan Construction is known. He brings an extensive understanding of the industry and the markets Manhattan serves.

Of equal importance to his work history, Reyhan possesses the unique blend of intrinsic traits Cannon was seeking to steer organizational development and solidify the company's leadership in the industry. His leadership style of leading by example and listening to employee and client concerns matches the criteria that Cannon and the team identified to help build sustainable growth for employees as well as the organization as a whole. What's more, he serves on multiple charity and civic boards where he has shown a commitment to community. "He has demonstrated integrity and philanthropy throughout his career making him an ideal fit for our culture. Plus, he has stage presence, that intangible quality so crucial to driving momentum and navigating growth," concludes Cannon.