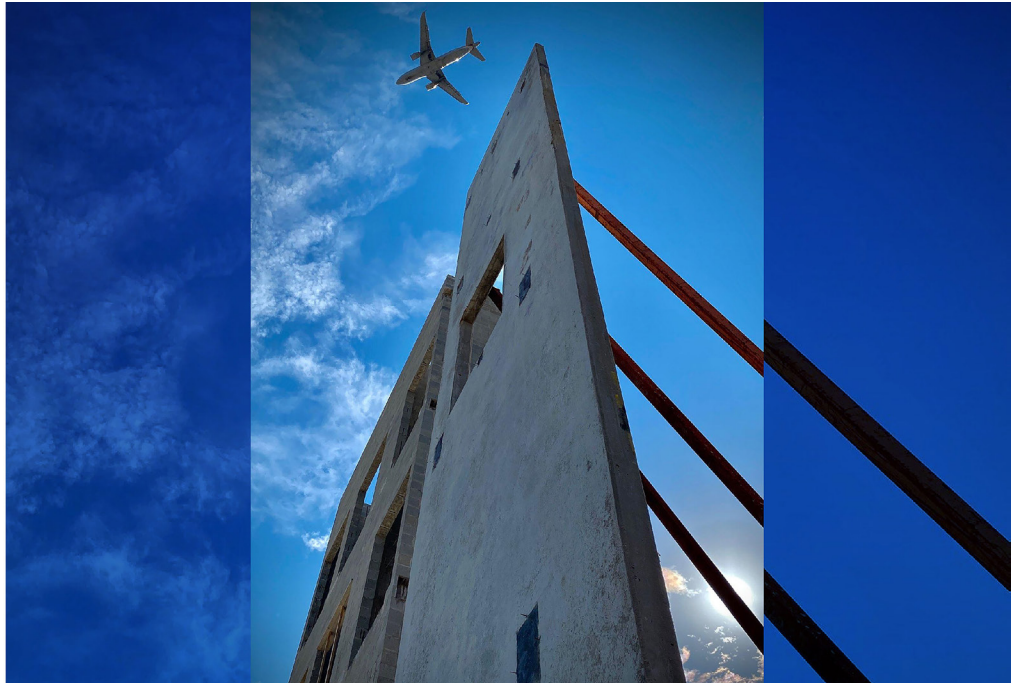


Ridgemont Commercial Construction



Challenge

Find the right talent capable of embracing a people-oriented culture and driving toward a unique vision of long-term success and growth.

Solution

Kaye/Bassman's focus on understanding the client and serving as a strategic business partner.

Results

Steady, healthy year-over-year growth built on a foundation of repeat clients and prestigious projects.



“Kaye/Bassman Is Instrumental to Ridgemont Commercial Construction's Philosophy of Relationship-Driven Growth”

Jason Lillard
President/Principal,
Ridgemont Commercial Construction

Company

Not many would argue that growth is challenging, but what can make growing a company even more difficult is maintaining a commitment to an original vision. Through a strategic focus on employees and clients, Ridgemont Commercial Construction has achieved healthy, steady growth and an uncompromised realization of the company's initial vision.

In 1998, when Bob O'Brien and John Haines took ownership of the company, they had a clear idea of how they wanted to build on the foundation they had acquired. Most importantly, they shared a goal of creating a company focused on developing employees and building relationships with clients, not only growing numbers. They codified this vision into a proprietary process of client collaboration and integration that enables the company to continue serving as a stable and reliable resource in all economic climates.

Today, with O'Brien at the helm as CEO and Principal, Ridgemont has navigated the challenges, the opportunities and the inevitable unexpected aspects of growth, all with an unwavering dedication to its clients and employees. This approach has yielded a base of repeat clients and a successful portfolio of commercial construction projects that provide community-oriented spaces spanning healthcare, retail, automotive, industrial, office and senior living facilities.

“Kaye/Bassman takes the time to thoroughly understand our core values.”

Jason Lillard

President/Principal,
Ridgemont Commercial Construction

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.



Kaye/Bassman International, Corp.
5851 Legacy Circle, Suite 500
Plano, Texas 75024
972.931.5242
www.kbic.com

Challenge

Having a staff of exceptional people is important for any company, but for a services company with a philosophy that depends on client collaboration and transparent communication, having the right people is even more critical to success.

Ridgemont needed a recruiting and executive search firm that could go beyond finding the right skill set to fill open positions. The company needed help finding people at every level of the company who embrace its collaborative culture and actively engage with clients in meaningful ways. Additionally, the organization was looking for personalities and expertise that would ultimately shape the future of the company.

Another challenge was the need for a recruiting and executive search function with a distinct capability - bringing in highly experienced candidates who could appreciate the intangible idea of the company Ridgemont was in the process of becoming. This meant finding a firm that could fully understand this vision and, more significantly, effectively communicate to prospective candidates the opportunities the vision created for their career growth. It also meant finding a recruiting and search resource that was committed to a long-term strategy instead of taking a transactional approach.

Solution

Shortly after the change in ownership, Ridgemont engaged Kaye/Bassman to help build a team aligned to the company's future direction. Working closely with O'Brien and Haines, the Kaye/Bassman team brought in key hires who have been instrumental in building the company and guiding its careful and sustainable growth.

One of these hires was Jason Lillard, who joined the Ridgemont team as a Project Manager. Since then, Lillard has advanced within the organization to serve in the role of President and Principal. Plus, he has continued the strong relationship with the company that recruited him.

“Kaye/Bassman takes the time to thoroughly understand our core values,” Lillard explains. “They know that integrity and ethics are central to who we are, and I trust that they will never jeopardize these values.”

Results

The relationship between Ridgemont and Kaye/Bassman has resulted in a long-standing source of strategic hires in several areas of the company including project management, field operations, preconstruction, business development and marketing.

“Every individual we hire is someone we plan to employ for a long time. Our average tenure is well above industry standards,” Lillard describes.

He adds, “Kaye/Bassman understands what we are looking for and doesn't waste our time with candidates who aren't a good fit for our long-term focus. They help us find people who have excellent people skills and are motivated to push the envelope and make our company better.”

Kaye/Bassman continues to find people who are a natural match for the organization. That is not a simple undertaking as Lillard explains when he says, “We are unique. It is something you see and feel the moment you step into our building that is designed to be inviting, not a typical work environment.”

Ridgemont carefully cultivates a culture that promotes from within and has consistently won awards as one of the best places to work. This intense focus on employee fulfillment has largely contributed to repeat clients as a matter of course for the organization that measures growth on the basis of relationships, not dollars.

“Happy employees deliver successful projects to happy clients,” Lillard says. With the help of Kaye/Bassman, Ridgemont is able to build teams of the right people - people who ensure high standards and high satisfaction are a reality for every project.