

Cooper General Contractors



Challenge

Find a new Chief Executive Officer willing to take on both leadership and ownership of Cooper General Contractors.

Solution

Partnered with Kaye/Bassman International Corporation to execute a thoughtful, strategic, and efficient search for a new leader and owner.

Results

Conducted a comprehensive search and secured a dynamic leader and owner with the ideal mix of experience, values, and influence to drive the company into its next phase of growth and innovation.



“This search changed from hiring a new President/CEO to a partner, then to majority owner. Kaye/Bassman was able to pull off something well beyond my expectations.”

Gene Cooper
Founder, Cooper General Contractors

Company

Cooper General Contractors is a medium-sized construction company with deep relationships and significant large contractor experience that has been in business in the Dallas-Fort Worth market since 2000. While they have a strong history of success, they are also embracing change and looking to the future.

Cooper believes that their purpose is to build opportunities for their clients, trade partners, community, and especially their team members. They are passionate about creating exceptional projects that transform communities and improve people's lives. For the Cooper team, this means providing a supportive and collaborative work environment that fosters personal and professional growth and encourages innovation and creativity.



Joe Flores

Owner & President
Cooper General Contractors

Cooper General
Contractors hires a
new CEO and majority
owner with the 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

As their owner, Gene Cooper, planned to move into retirement, he struggled to find a successor to lead the organization. After four years of failed succession plans, as well as, considering various options from closing the company, to selling, to searching for a candidate on his own, Gene Cooper knew it was time for a different strategy in the search for a new owner. Recognizing that no one with ownership and leadership potential existed in his network, Cooper reached out to Kaye/Bassman for help finding a successor and new owner.

Solution

Based on industry reputation, Cooper knew he could trust Kaye/Bassman to smoothly guide the process. "They seemed to have contacts with people of the level that I thought I needed to hire to run the company," Cooper remarked. "They kept the right presence, like a good waiter. Your glass is always full but you don't feel like they are sitting at your table. I like that. They were accessible. I got the right amount of attention."

Through a front-end needs analysis, Kaye/Bassman worked to understand the history of the company, as well as identify desired technical and cultural attributes.

The Kaye/Bassman team presented candidates that would have otherwise been out of reach. "I was impressed with the quality of the candidates," Cooper remarked upon reviewing the candidates presented. The team sourced 304 candidates and presented seven to Cooper. Of those, five finalists were interviewed, and one offer was extended and accepted. The Kaye/Bassman team continued to maintain relationships with both Cooper and the candidates throughout the four-month process, communicating every step of the way.

Results

Kaye/Bassman exceeded expectations in finding the ideal candidate. When they presented Joe Flores for the role, Cooper knew he found a match. Flores was a well-respected 28-year construction executive and partner from a large general contractor. His expertise went beyond his extensive project management background, as he had led corporate functions such as Human Resources, Legal, and Risk. Flores brought operational, project, and corporate experience that the business needed, and was open to becoming an owner. His well-rounded skill set clearly stated that he could take the company to the next level.

After onboarding Flores to the role, Cooper remarked, "I could not be happier. If you had told me that I could get a guy who was one of the top ten executives at The Beck Group to come run my company, I would have said you were crazy. Kaye/Bassman was able to pull off something well beyond my expectations."

Flores is now the owner and CEO of Cooper General Contractors. Immediately after joining, he quickly generated wins for the company. He has attracted new clients, adding significant revenue to the bottom line. Recognizing the company must be attractive to compete for talent, the company also added a 401(k) program plus, dental, vision, and family insurance for employees.

From a candidate perspective, Flores said the Kaye/Bassman team was, "supportive, encouraging, realistic and acted as a counselor. I trusted them." They continue to support him even post-transition. Kaye/Bassman focuses equally on three elements critical to shaping a longevity-focused workforce: recruiting; retention, and the candidate experience.

Because of their deep knowledge of the North Texas commercial construction market, the Kaye/Bassman team continues to be a trusted resource, sharing intelligence on the ebb and flow of the market. They reach out regularly to check in and have lunch. Based on their deep industry connections, they have been retained for additional searches for the company.