

Hammes Company



Challenge

Find a new President and Chief Operating Officer to lead the company into the next phase of its growth and evolution

Solution

Retained Kaye/Bassman International Corporation to conduct a nationwide search and recruiting effort to find the ideal leader for the company

Results

Conducted a comprehensive search and secured a top executive who possesses a rare blend of healthcare industry and functional experience combined with the vision and energy needed to lead the company into the future



“Finding a President and Chief Operating Officer is a distinct challenge. Kaye/Bassman has played a significant role in helping us transition our company into the next chapter of our history.”

Richard Galling

Outgoing President and Chief Operating Officer

Company

The leadership team of Hammes Company, a Milwaukee, Wisconsin-based healthcare consulting firm, understands first-hand what it takes to build something meaningful. In just a few short decades, the business has grown into a nationally recognized organization with unmatched expertise in the healthcare industry. Today the company is located in 13 cities, and its portfolio features more than 400 healthcare facility projects and over 200 strategic planning and real estate engagements.

Hammes Company's experience spans a wide range of medical facilities, from office buildings, acute care hospitals and outpatient centers to research campuses and laboratories. By offering a comprehensive scope of services, including strategic planning, operations improvement, capital management and real estate optimization, the company is able to help its client navigate the changing landscape of healthcare. Hammes Company helps create remarkable healing environments that serve patients and their families during the times they need it most.

Kaye/Bassman Helps Hammes Company Begin Its Next Phase of Growth with a New President and Chief Operating Officer

“Kaye/Bassman listened carefully to our goals. They understood how important this search was to the future of our company.”

Jennifer Brunner
Director of Corporate Services

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 a result of the company's longevity and significant growth, the executive team is welcoming its second generation of leaders. Recognizing the opportunity this transition brings to build on the company's entrepreneurial tradition, the team determined that they needed an experienced leader who could complement the existing leadership team and add a fresh external perspective to their strategic goals.

“We were looking for someone who would bring a wide breadth of knowledge in the healthcare arena to the role,” Richard Galling, board member and outgoing President and Chief Operating Officer explains. “It was important that this person have a broad base of experience in both business development and operations. We also wanted someone who could execute on the company's vision.”

The right candidate would be able to seamlessly lead Hammes Company's team of professionals across a broad platform of services. Additionally, it was important to find someone with cultural values that were closely aligned with the character of the company. The executive team wanted a leader who could aggressively steer the firm into a compelling future within the context of the existing vision and culture.

Solution

Hammes Company partnered with Kaye/Bassman International Corporation to conduct a nationwide search and recruiting effort for the President and Chief Operating Officer role. “Kaye/Bassman listened carefully to our goals. They understood how important this search was to the future of our company.” Jennifer Brunner, Director of Corporate Services says. “They had a well-prescribed search process for candidates at the most senior executive level, an approach that involves unique considerations and challenges.”

The Kaye/Bassman staff applied their specialized expertise and expansive networks in the construction and real estate industries to hone in on top candidates with the right combination of traits and experience needed to lead the firm into the next stages of its growth. Kaye/Bassman curated two lists of industry leaders, those with business leadership expertise and those with operations experience to identify the best candidates capable of integrating both skill sets into the President and Chief Operating Officer role.

Kaye/Bassman also functioned as an extension of Hammes Company as they initiated dialogs with possible candidates. “They did much more than simply present the opportunity to potential candidates; they acted as Hammes Company advocates. They were able to share our excitement about where we are headed and the pivotal part this role plays in shaping the company and the industry,” adds Brunner.

In addition to deep industry knowledge, transparency was another key tenet of the search process. “The Kaye/Bassman staff kept us informed of market trends, challenges and opportunities during each step of the search,” Brunner describes. “This approach inspired a high level of confidence throughout the process.”

Results

Hammes Company's executive team and board of directors were impressed with the caliber of candidates that Kaye/Bassman presented, and they found the ideal person for the President and Chief Operating Officer position in Chris Kay. With more than 30 years of project management experience in healthcare and a background in architecture, Kay's expertise is a blend of the multi-disciplinary approach that Hammes Company brings to its clients.

While his experience is well-suited to the functional areas that the firm serves, Kay's personality and leadership style are the qualities that make him a perfect fit for the role. Kay shares the company's innovation. “Kaye/Bassman has played a significant role in helping us transition our company into the next chapter of our history,” Galling says.