

Executive Search Case Study

**Solving Critical Leadership Mandates
Through Strategic Executive Search**

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The Mandate

Head of Demand & Supply Planning | European MNC

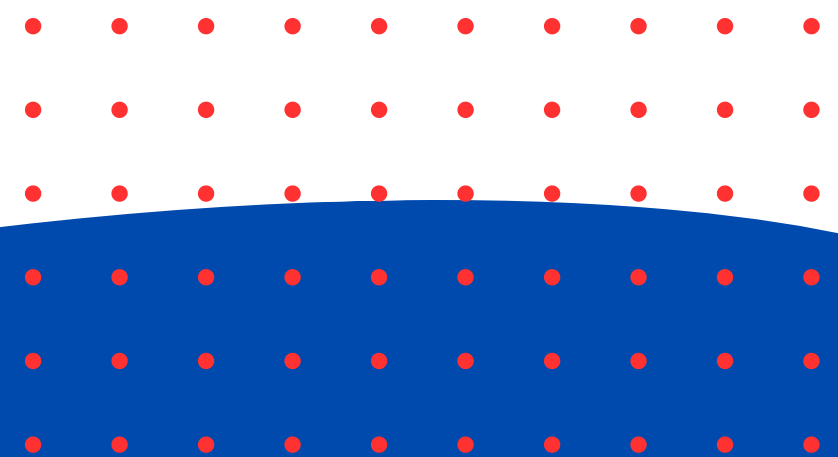
A European global leader in power transmission and drive solutions business, with revenues of € 1.2 billion and operations across 80 countries, needed a senior leader to strengthen the function of demand planning and scheduling.

The mandate was to ensure speed, reliability and resilience across a highly complex supply chain, while turning planning excellence into a competitive advantage.

Business Complexity and Role Criticality

Operating at a global scale, the business faced high demand volatility, multi-location manufacturing, extensive SKU portfolio and a large customer base.

Balancing service levels, inventory efficiency and responsiveness across regions made this a mission-critical leadership role with direct P&L impact.



The Challenge

Pivotal leadership gaps emerged in demand planning and supply scheduling.

- Prior efforts through multiple search firms failed to deliver results
- The role demanded cross-functional leadership, deep planning expertise and digital maturity
- Any delay directly impacted OTD, inventory turns and customer confidence

The client engaged *Cornerstone International Group* based on our track record in closing high-stakes mandates.

Our Approach

We conducted a targeted scan across Indian enterprises and global MNCs, identifying leaders with both strategic depth and execution rigor.

Key talent imperatives:

- Proven improvement in On-Time Delivery (OTD) and Inventory Turnover Ratio (ITR)
- Advanced demand planning across complex, multi-SKU portfolios
- Data-driven decision-making, ERP expertise and digital fluency
- Strong cross-functional leadership across operations, sales, and manufacturing

The Outcome

- After rigorous assessment, a diverse and high-quality slate of candidates was presented
- All candidates were shortlisted and interviewed
- 2 finalists progressed to India and Global Leadership discussions
- Standout Leader selected and offered
- The candidate joined within 60 days
- Role closed in 115 days
- Client reports strong candidate performance and high satisfaction.

Do you have a critical
leadership role to fulfil
that demands precision,
speed, and impact?

Let's connect!

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