

# Case Study



**Advising on succession planning and subsequently recruiting a Managing Director for a Bennie Group Company – Barton Plant Ltd.**

**The Bennie Group is a family owned business containing 6 companies - Barton Plant, Bennie Historic, Boughton Loan & Turf Management, Brackmills Haulage, Midland Fork Lifts and Peter Bennie.**

## **Our client.**

Barton Plant Ltd was originally formed as a plant hire company developing into a Contractor covering bulk earthmoving, construction services, plant hire, bulk tippers, landfill and recycling. Projects undertaken are valued from £5k to £2 million for a range of private and public sector clients - either directly, or as a sub-contractor. The company employs 75 staff with a £11 million turnover.

## **The situation.**

Due to bereavement the group is now run by the founder Peter Bennies daughter, Emma Ayres. As part of her ongoing growth and innovation plans Emma needed a succession plan to release more time to work on fulfilling the five year plan. After consultation with one of Construction Headhunters's Directors, Emma opted for a release of her time consuming duties as Managing Director of Barton Plant by recruiting a successor.

## **The assignment.**

Barton Plant is a long established family company and so a great deal of consideration was given to the existing team and cultural mix. To consider the existing management team, each manager was individually consulted to form a 360 appraisal of the business needs. This was fed back and a brief was formed from the combined thoughts of the management team, Emma Ayres and the Construction Headhunters Director who assisted in the original consultation.

It was then decided a retained headhunt would be required to find the best possible candidate.

## **The results.**

12 weeks from the start of the original consultation a shortlist of three suitable applicants was presented to panel of interviewers from the Bennie Group. One individual stood out, an offer was extended and accepted and is to date still successfully growing Barton Plant Ltd.

## **For more details.**

If you would like to discuss this case study please call **0845 123 1282**, or email [info@constructionheadhunters.co.uk](mailto:info@constructionheadhunters.co.uk)