



# Case Study: Legal

How X-Copper **Filled a Critical Legal Role**  
in Just **46 Days!**

Date:  
**2024**

Presented by  
**Ready Set Exec**

# Table of Contents

03

**CHALLENGE**

04

**STRATEGY**

05

**DIFFERENCE**

06

**RESULTS**

07

**ABOUT US**

08

**PROCESS**

09

**WHY US**

10

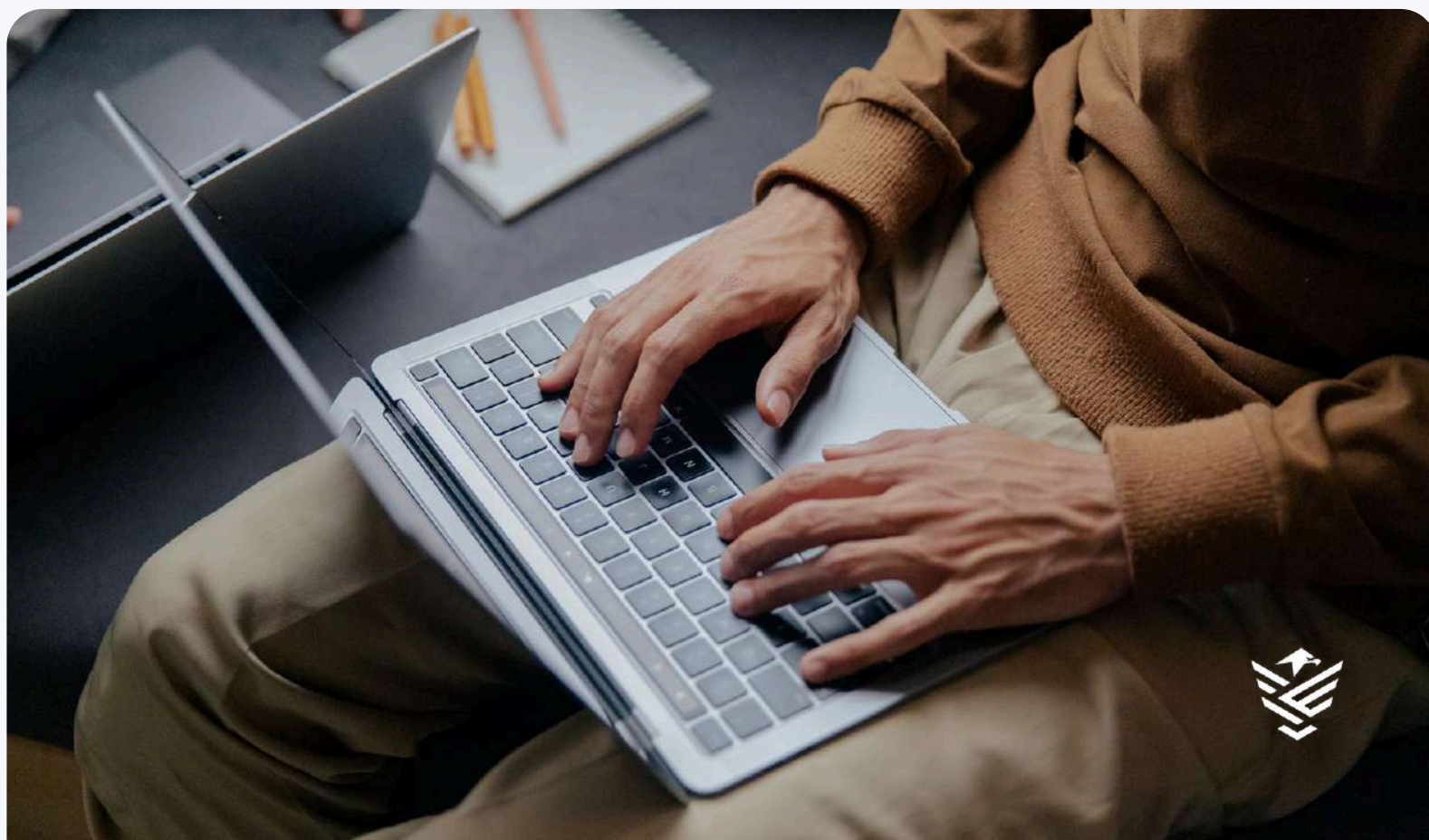
**CONTACT US**





# The Challenge: Growth Outpacing Talent

X-Copper, a fast-growing legal firm with offices across Canada, was struggling to scale its team. Despite partnering with three different search firms, they couldn't fill several critical associate and senior associate roles for over six months. The result? Bottlenecks in operations and missed expansion opportunities.



# The Strategy: Precision Meets Persistence

At Ready Set Exec, we specialize in connecting dynamic businesses with outstanding talent in sales, marketing, human resources, and operations.

Understanding X-Copper's unique challenges, we launched a high-touch outreach campaign with up to 10 personalized interactions per candidate. Our team expanded the search radius, tapped passive talent, explored relocation, and prioritized cultural alignment from day one.

This approach aligns with our commitment to conducting exhaustive talent searches using an omni-channel approach to find the most qualified candidates. Our extensive network provides global reach and insights from an advisory board, ensuring we recruit the top 10% in the industry.





## Why It Worked: Beyond the Resume

### **Personalized Outreach**

Up to 10 tailored touchpoints per candidate.

### **Cultural Alignment:**

Prioritizing candidates who fit X-Copper's values and vision.

### **Extensive Network:**

Leveraging our vast connections to identify both active and passive candidates.

### **Collaborative Process:**

Weekly face-to-face meetings and exclusive access to our client collaboration portal for constant feedback and updates.

### **Industry Expertise:**

Specialization in professional services recruitment, ensuring a deep understanding of the legal sector's nuances.

### **Relocation Support:**

Identifying candidates open to relocation to meet X-Copper's needs.





# The Result: Mission Accomplished in **46** Days.

- ✓ Key associate role filled in under 7 weeks
- ✓ Operations stabilized in a critical market
- ✓ Confidence restored in X-Copper's hiring strategy
- ✓ Long-term partnership forged





# About Ready Set Exec

Ready Set Exec is your talent partner for North American executive leadership recruitment in sales, marketing, human resources, and business operations. We specialize in recruiting foundational roles for executive and professional-level positions. As a partner-owned and operated firm based in New York, NY, Ottawa, and Toronto, Canada, we are committed to building the talent foundation for growing organizations and partnering with them in shared success and growth.





# Our Process: Structured for Speed & Fit

## Discovery

Deep dive into your hiring goals, culture, and work style.

## Alignment

Preview top candidates and finalize your hiring scorecard.

## Collaboration

Weekly syncs and full access to our client collaboration portal for progress updates and dedicated communication.

## Assessment

Behavioral, skills, and personality evaluations using industry-leading assessments such as EQ, Myers-Briggs, Kolbe, DISC, and Gallup.

## Talent Introduction

Finalists presented with comprehensive talent portfolios and 30-second elevator pitches.

## Interview

Support with candidate engagement and scheduling during your internal interview process.

## Hire & Support

All hires backed by a 90-day guarantee and post-service follow-up for the first year. Premium search engagements include ownership over the candidate pool for an additional six months for any additional hires or replacements.





# Why Ready Set Exec?

**Growth Mindset:** Experts at scaling teams in small and mid-size enterprises, we live the entrepreneurial growth mindset and understand the value of hiring individuals who take ownership and are goal-oriented.

**Transparency:** We schedule weekly face-to-face meetings and provide exclusive access to our client collaboration portal for constant feedback, candidate profiles, and status updates.

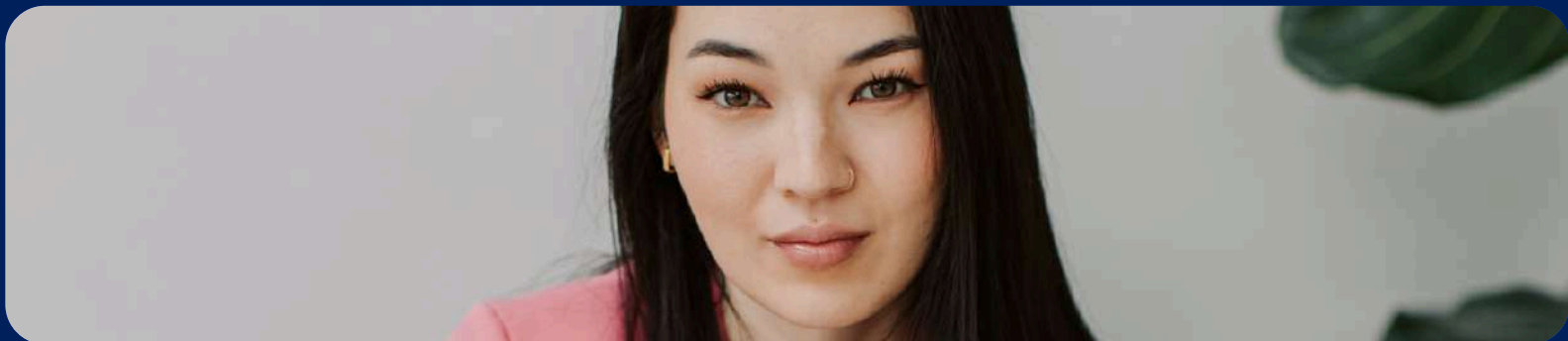
**Industry Veterans:** Specializing in sales, marketing, human resources, and operations recruiting, our team helps identify skills and competencies for each role, as well as the behavioral profiles needed for successful placement.

**Extensive Network & Advisory:** Conducting exhaustive talent searches using an omni-channel approach, our extensive network provides global reach and insights from an advisory board to find the top 10% in the industry.

**Proven Process:** With experience recruiting, placing, and managing teams responsible for over 10,000 placements, our process combines traditional executive search tools with advanced AI and modern innovation, reducing time to hire by 50%.



## ● CONTACT



You've just seen how Ready Set Exec solved a months-long hiring challenge in under 7 weeks—placing the right person, in the right seat, at the right time.

Whether you're scaling a fast-growing team or trying to fill a mission-critical role, we bring the process, precision, and persistence needed to deliver.

**Let's build your leadership bench.**

Connect with us today to start a conversation about your talent needs. We're not just recruiters—we're your partner in growth.

## Ready to Find Your Next Top Performer?

EMAIL:

[sales@readysetexec.com](mailto:sales@readysetexec.com)



WEBSITE:

[www.readysetexec.com](http://www.readysetexec.com)

