

Ten2Two Case Study:

Growth at Gallus with Culture in Mind

Ten2Two. We help businesses find talented part-time professionals to cost-effectively grow and improve their business.



Gallus build sustainable, high performance environments that everybody can believe in. With expertise in leadership, organisation design and business transformation, Gallus challenge assumptions, cultivate belief and drive positive change by making performance excellence systemic. A growing business headquartered in Northampton with offices in London, Manchester and Aberdeen, Gallus work with ambitious organisations from across the world.

Gallus view

'We want to build a solid foundation for our ambitious growth agenda. Our standards are high, our clients are demanding and we always go out of our way to create the best solution to any given complex problem. So we look for talented people who are willing to roll their sleeves up, make things happen and who have the potential to develop as the business grows.

'We're developing a strong culture, reflected in our values (below). Our focus on output rather than 'being in the office' means we offer a rare blend of challenging work and career growth coupled with the flexibility to be able to enjoy doing the things that are important to you.

Gallus's Values	
➤	We make a positive difference...
➤	Everyone has a voice and share in success...
➤	We maintain a sense of perspective...
➤	We lift each other up...

'We approached Ten2Two to help us to find two stars to join the team – one to manage our Business Development, Marketing & Communications and the other to manage Business & Project Support. The roles were both new and could, to some extent, be shaped around the right candidate.

'Working with Ten2Two was refreshingly different. we were impressed by their ability to understand our business model and culture and their avoidance of the recruitment trap of just looking for people who have done the job before. They clearly understood our need to recruit for attitude, behaviour and future potential. Ten2Two managed the process seamlessly and with their help we found our two stars.

'Zoe joined us in July as our Business Development, Marketing & Communications Manager, driving our strategic and operational plans in these areas. Zoe works full time but not in the conventional 9-5 pattern. Then Anna joined us in October to manage our Business and Project Support to ensure our clients receive an amazing service and our infrastructure is the best it can be. Anna presently works two full days per week and may well increase her hours over time.

'Ten2Two helped us to find two people who were willing and able to meet the challenges of the roles and of the company - Zoe and Anna have used their experience and transferable skills to settle quickly and instantly add value!'



Zoe's view

'I got in touch with Ten2Two shortly before my son was due to start school. My role in field sales meant that I covered a large geographical area and often worked long hours – difficult to juggle with school.

'I had looked at alternative roles but struggled to find anything that combined flexibility and a challenging and progressive career. Ten2Two had a completely different approach to other agencies – their roles were at the right level and they completely understood the need to work flexibly.

'My Marketing role at Gallus draws on my business skills but also offers a real challenge. I feel that I am an integral part of the team and I'm excited about the future at Gallus. Working flexibly is the perfect solution for me and my family.'

Anna's view

'Ten2Two gave me confidence they completely understood what I was looking for in my next role. They recognised my skills were transferable and offered encouragement throughout my search for a new position.

'My experience with Gallus has been nothing but positive, they are the type of company I always wanted to work for. The team is very dynamic; their energy and professionalism motivates you to add value to a growing business. Gallus is an exciting company to work for.

It could be you...

Ten2Two is designed to be different. We exclusively focus on professional flexible roles and we understand how companies work. So we help you target what you need with what you can afford.