

# Ten2Two.

## Part-time professionals.

### Experienced. Affordable. Expert.

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



## Ten2Two Case Study: Henkel Thinks Differently

Henkel may not be a household name but nearly everyone will know at least one of their brands. From Schwarzkopf hair products to Pritt-stick and Loctite glue, Henkel's brands are used by consumers and businesses worldwide. Their UK head office is based in Hatfield, Hertfordshire.

### Henkel's View

'In a world of high unemployment it is still a challenge to hire the right person. Our initial searches for a talented professional to join our in-house legal team produced adequately qualified candidates but none with the right commercial experience and background. That was until we started working with Ten2Two who take a far more creative and innovative approach to work design and suggested we take a more flexible approach. We started by looking at the job's requirements:

- Could we work flexibly to accommodate a flexible working candidate?
- How many hours were essential to get the job done?
- Did we require attendance at the office every day?
- What travel would be required? and
- What flexibility in working pattern could we accommodate?

'We realised early on that with the right expertise and experience we didn't need a 40-hour working week and with the rights tools and technology in place, the shift from a traditional working pattern to something more flexible really wasn't that difficult.

'Ten2Two presented us with six highly qualified candidates and of these four were a very close match to our specification. After quite a thorough interview process, two candidates were outstanding and it was difficult to choose between them. Ten2Two supported us every

step of the way during the recruitment process but also in helping us understand the practical things that helps flexible working work.

'We appointed a great candidate who meets all our requirements. With innovation and flexibility we have shown you can access some fantastic candidates that, just maybe, you might not have considered before.'

Diane Humphrey, HR, Henkel UK



### Background

The Henkel HR team approached Ten2Two during Christmas week with a brief to find a commercial legal professional to enhance the capabilities of their central legal team. They needed someone with exceptional experience, commercially astute and could work part-time. They also wanted to start interviewing in the first week of January and make an appointment as quickly as possible. Given the time of year we reached out to the Ten2Two community and put together a list of high-potential candidates over the Christmas period.

Henkel is now using this experience of flexible working as an example of best practice in diversity, as well as using Ten2Two's 'top Tips to Flexible Job Design and Selection' to brief the Henkel HR team worldwide.