

Evergreen Leads Talent Transformation for a Global Agricultural Chemical and Seed Company



ABOUT THE CLIENT

A global agricultural company offering innovative solutions for farmers to enhance crop yields, with more than 200 years of industry experience. They're dedicated to advancing farming practices for a more productive and environmentally conscious future.

Challenge

The client needed to quickly hire 12 Scrum teams to assist with a round of product releases. The new team members needed to begin work quickly—and at full productivity—with minimal disruption to leadership.

To add to the challenge, our client did not have enough in-house resources to conduct technical interviews with candidates.

Attrition and Development Challenges Impact Business Outcomes

Beyond the immediate staffing need, the client faced significant challenges developing and retaining their contractors.

One major issue identified was the lack of leadership development opportunities with our client, particularly in transitioning technical engineers into leadership roles.

This training gap led to inefficiencies within teams and contributed to high turnover rates, low performance, and multiple team challenges that required improvement.

300+

Placements Since 2017

8 days

Average Time-to-Hire

Solution

To meet our client's business-critical hiring need, Evergreen's recruiting arm, Insight Global, filled 38 positions across six roles: solution architects, business analysts, developers, and quality assurance (QA) testers, as well as an on-site project coordinator to serve as a central point of contact.

We also provided a senior solution architect to lead the technical interviewing process as part of our services.

Beyond Staffing: Becoming a Full-Service Talent Partner

Evergreen also developed a program with Compass—our culture consulting team—to decrease attrition and boost the team's performance. It included multiple layers of services to meet the client's needs:

- **Onboarding for Success:** Implemented our proprietary onboarding program to familiarize contractors with client culture and environment, supported by a playbook for guidance, fostering role confidence.
- **Compass Sessions:** Conducted sessions with our Compass culture team to build trust among contractors, openly address team challenges, and facilitate collaborative problem solving.
- **Leadership Development:** Introduced workshops for senior contractors, equipping them with essential skills for effective people management and preparation for leadership roles.
- **30-60-90 Day Check-Ins:** Implemented regular intervals for monitoring progress, addressing concerns, and providing feedback, support, and recognition.
- **Maturity Model Implementation:** Developed a collaborative maturity model with the client to systematically assess and improve contractor development and retention, enabling targeted strategies for continual improvement.