



OPTIMIZING TALENT ACQUISITION: A CASE STUDY IN STRATEGIC AND CULTURAL ALIGNMENT FOR HIRING SUCCESS



INTRODUCTION

A West Coast-based organization dedicated to corporate philanthropy faced a period of instability marked by high turnover and no hiring strategy.



THE STORY

The organization leads a global movement focused on making corporate philanthropy realistic for companies of all shapes and sizes. With a mission-driven workforce and innovative track record, the company was in need of an aligned culture and hiring strategy to continue operating on the cutting edge.



THE CHALLENGE

With no workforce recruitment strategy and an impending capacity constraint, the organization struggled to navigate through instability. High turnover and cultural misalignment created a cycle of disengagement that threatened both employee morale and organizational growth.



THE CHOICE

The company sought out **Bâton Global (B|G)** as an objective and trusted partner to guide them through this volatile period. Utilizing a combination of analytical tools, culture assessments, and organizational road mapping, **B|G** was able to help the company usher in a new period of stability marked by drastically reduced turnover and increased hiring efficiency.

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A West Coast-based organization dedicated to igniting corporate philanthropy was facing a period of significant instability. Despite its reputation as a leader in driving social impact, the company struggled with high turnover, a fragmented culture, and the absence of a structured human capital strategy. At the same time, its ambitious growth goals required a workforce approach capable of attracting, retaining, and engaging mission-driven talent. To address these challenges, the organization turned to **Bâton Global (B|G)** as a trusted advisor to design a workforce strategy and culture that could support long-term success.

B|G conducted organizational benchmarking and gap analysis to develop a hiring plan for future needs. Cultural data generated from staff revealed the organization's current and desired states, shaping a strategic hiring framework that confirmed job descriptions, aligned salary bands, and prioritized key roles for recruitment.

Using the Predictive Index Hire toolkit, B|G led a rigorous screening process that blended objective, data-driven tools with face-to-face interactions. This approach ensured hiring decisions aligned with both organizational needs and culture, narrowing a wide candidate pool into a focused slate of top-tier finalists and giving leadership the clarity and confidence to act decisively. Roles were filled quickly and effectively, enabling the organization to close critical leadership gaps and stabilize its path forward.

Once roles were filled, B|G continued to strengthen the organization's foundation by conducting an all-staff engagement study and guiding action planning sessions to enhance retention and organizational effectiveness. This holistic approach to human capital management created a sustainable path forward — one that connected hiring, culture, and engagement in support of long-term growth.

With an emphasis on data-driven hiring in alignment with the organization's culture and goals, Bâton Global has helped the organization to scale with ten hires across management and senior leadership, with all recruits retaining. With B|G's help, the organization transitioned from reactive hiring to a proactive, culture-driven workforce strategy.

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Bâton Global truly understands business and culture. The stability and objective lens B|G has provided is invaluable.

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DESIGN A STRATEGY
FOR YOUR GOALS.

Wade Mitchell, PhD
Partner



Wade Britt
Partner & Managing Director

Contact Wade to accelerate your journey with Bâton
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