

CRAFTING TO CAPABILITY

COLUMBIA WOODWORKING

\$23.6m

Revenue
2024

120+

People
USA



THE CHALLENGE

Columbia Woodworking, renowned for high-end millwork, needed stronger operational and commercial leadership to take on complex architectural projects.

THE APPROACH



DISCOVER

Searches aligned with strategy and culture.



ASSESS

Assessing candidates for capability and cultural alignment.



ATTRACT

Proactively reaching and inspiring top talent.



SUSTAIN

Providing advisory and insights to keep the company ahead.

THE NEED

Growth outpaced structure, putting pressure on the founders as client expectations rose. The business needed senior leaders to manage volume, complexity, and high visibility.

PRE-HIRE PROCESS

- Mapped future leadership structure to growth and project pipeline.
- Conducted targeted searches in operations, delivery, and estimating.
- Focused on candidates with architectural millwork and design expertise.
- Managed end-to-end hiring, including relocation and onboarding.
- Guided role calibration and alignment across delivery and sales.



THE RESULTS

TIME TO
LAUNCH



FROM INITIAL
DISCOVERY CALL

HIRES MADE
IN MONTH ONE



INCLUDING CEO

OFFER
ACCEPTANCE RATE



INTERVIEW
TO-OFFER RATIO



AVERAGE TIME
TO PLACE
CANDIDATE



SUMMARY

“Columbia was moving from craft- to spec-led work and needed matching leadership. Lignum placed five key hires, boosting delivery, strategy, and reducing founder dependency. This was precision work, defining the leadership needed and delivering it.”

TOM WOOD – LIGNUM GROUP CEO

“We knew our goals but lacked the team. Lignum built leadership to handle bigger projects, maintain quality, and lead confidently.”

COLUMBIA WOODWORKING

