

Retirement risk turned reward: New leadership boosts production by 27%



A manufacturing company in the Dallas-Fort Worth area was preparing for several executive team retirements and needed new leadership in place to keep operations moving forward. To make their success plan work, they need the right leaders ready before their current executives stepped away.

Challenge

Several members of the executive team were approaching retirement, and the company needed to put its succession plan into action. However, they didn't yet have the right leaders in place to carry it out. Finding skilled professionals quickly was critical to ensuring a smooth transition.

Solutions

The client turned to Addison Group, confident that our experience in manufacturing made us the right partner. With more than 15 years of experience working with companies that produce physical products, we knew exactly what qualities to look for in leadership candidates.

Initially, the client was looking for a single Director/VP-level hire. But after we found a candidate that aligned so closely with the client's needs, they asked us to place additional leaders—ultimately trusting Addison Group to hire eight more people for key roles.

The results spoke for themselves: the client increased production capacity by 27%, and is now acquiring land for a new facility. This expansion will bring all production

under one roof, making the business scalable well into the future — even as their executives retire.

The Addison difference

We know that great teams start with great people.

That means we focus on quality, not quotas. It means that we're laser-focused on seeing candidates beyond their resumes to understand their goals and make sure they align with your mission. And it means working with you to get detailed insights into your teams so we can find people who fit, not just who's available.

No one gets talent like Addison Group.®

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About Addison Group

Addison Group delivers specialized talent solutions and consulting services across finance & accounting, IT, healthcare, HR, and administrative functions. Our people-first approach helps organizations build high-performing teams, when and where they need them.

A full range of services

- Contract
- Contract-to-hire
- Permanent placements
- Executive search

Accolades



Forbes America's Best Recruiting Firms 2025