



**COMPETENCY:** EXECUTIVE MANAGEMENT  
**INDUSTRY:** NOT-FOR-PROFIT

CASE STUDY

### **THE CLIENT**

A 33 year old, 85 bed adult male addiction treatment and recovery centre located in Calgary.

### **THE CHALLENGE**

To take over on an interim basis from the previous CEO, stabilize the organization, and lead the process to find and transition to new leadership.

### **THE APPROACH**

The Osborne Principal assessed organizational needs during the first three months as acting CEO. Then, working with a third party research firm and a committee of the board, undertook a thorough identification and filtering process of over 90 prospective candidates until a successor was hired and in place. During this period of time the Interim was able to reduce expenses and generate new funding for needed initiatives.

### **THE RESULT**

The client's stakeholders are extremely happy with the new CEO and more confident about the future of its programs. This despite a challenging time for addiction and mental health as demand for services increases and the economic downturn creates funding issues.