

Building a Legacy



About the Company

When most people look at a building, they see brick, wood, concrete, and steel. Monteith Construction knows better. As a commercial and residential construction company with offices in North and South Carolina, they see the people behind the planning, design, and labor that goes into creating amazing spaces to live and work in.

In the last two years, Monteith has experienced tremendous growth, doubling their recruiting each year. But this kind of success brings its own challenges.

The Problem

Monteith needed a steady stream of highly-skilled professionals to fuel its ongoing growth, and their manual recruiting process wasn't cutting it in a tight labor market. It was time to upgrade to an efficient, streamlined talent acquisition system to find, engage, and hire top talent.

50%

Monteith reduced the number of emails and phone calls for interview coordination by 50%.

Equally important, they wanted a system that would help them retain their top employees, and develop them into long-term contributors and leaders. Only ClearCompany could provide all of the tools they were looking for.

Using ClearCompany, Monteith saved an average of 1-5 hours per week in recruiting time.

"Before using ClearCompany, our recruiting process was disjointed, to say the least - multiple job boards with different login information and credentials, and a spreadsheet tracking for candidates. Onboarding was another bit of a mixed bag. Depending on the onboarding recruiter or the onboarding coordinator, you could have a different experience for each candidate or each new hire coming on board. The performance management piece was all tracked through a Google doc."



Stephen Donley

Director of Talent and Technology, Monteith Construction



MONTEITH

The Solution

ClearCompany's Full Platform solution is the only talent management software based on the A Method for Hiring. With ClearCompany, Monteith organized and streamlined their talent acquisition process with industry-leading tools for tasks like posting requisitions, interview scheduling, and online paperless onboarding.

"The way that ClearCompany's recruiting toolkit actually works together from the scheduling and coordination of the interviews themselves and calendar management, to interview scorecards, has helped us standardize the recruiting process as well as keep a consistent message to each candidate as they're coming through."

They also put in place a comprehensive performance management process, complete with regular review cycles, continuous feedback, and 360 degree reviews to support long-term success. Monteith was able to hire and onboard employees faster, then immediately tie their work to goals aligned with their company objectives.

"We do 360 reviews and ClearCompany has a great set of tools to facilitate those and, and making sure that everybody stays on track to getting those done. Consistent and timely feedback is a very big thing, and ClearCompany's tools on the Performance Management side have really helped us come a long way from where we were."

The ClearCompany Difference

"We're proud to have created a truly holistic talent management solution that not only enables Monteith Construction to hire top talent, but to keep them continually engaged. Some talent platforms will help you find great candidates, but ClearCompany helps you find and retain great employees."



Christine Rose

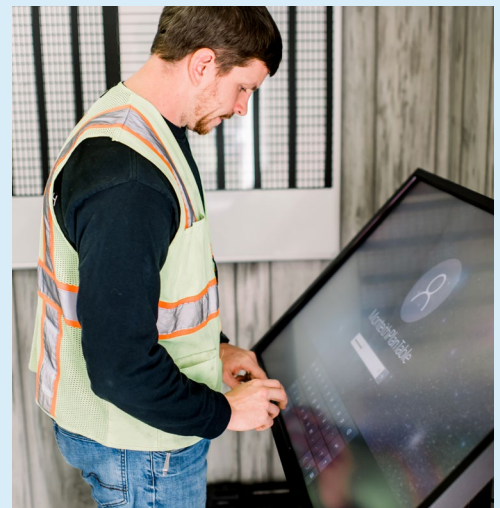
Vice President of Customer Success,
ClearCompany

The Results

With ClearCompany, Monteith saves time and money, but more importantly, they consistently hire and retain the best talent in their industry. They can continue to grow quickly, without expanding their HR team. And they can keep those employees motivated and focused using ClearCompany's tools for boosting employee engagement



Monteith has quadrupled employee engagement for HR and Performance Management processes with ClearCompany tools.



"People are building everywhere right now. It is such a tight market in residential and commercial construction. So it's just been really, really tough to find those great people who know construction, who would fit with as a part of our company."



Linsey Honaker

Manager of Employee
Development,
Monteith Construction

