

Accelerating HR Transformation in a High-Growth Environment

Company Name: Shearwater GeoServices
Industry: Professional Services
Revenue: +\$100M
Employees: 501 - 1,000



Mission-critical priority

Redesign the HR function to support rapid growth and strengthen strategic HR capability as a first-time CHRO.



How Gartner helped

The client used:

- **Executive Partner guidance** to shape the HR transformation, prepare for CEO/board discussions, and elevate CHRO effectiveness.
- **HR Score diagnostic and toolkits** that aligned the HR team, highlighted capability gaps, and guided prioritization.
- **Peer CHRO connections** providing insights from leaders facing similar challenges.



Outcome

With support from Gartner for HR, the client:

- **Redesigned the HR organization**, introducing CoEs, HR operations, and HRBPs, resulting in a more effective and scalable structure.
- **Improved HR team alignment and decision making**, using HR Score to determine priorities, focus areas, and resource allocation.
- **Greater efficiency and capacity**, enabling faster responses to shifting business needs.

“Gartner has absolutely made the difference... My Executive Partner has pushed me into spaces I wouldn't have known to consider as a first-time CHRO. The support, insights, and tools have been invaluable for both my team and my own effectiveness.” - Philippa Box, CHRO, Shearwater GeoServices