



From Production Chaos to **Structured Operations**

Another KeyHire Success Story

About the Client

Company Name

First Saturday Lime

Business Operation

Manufacturing/Distribution

Product/Service

Insect Repellent

Ownership

Privately Held

Number of Employees

30+ (with 5-10 part-time)

Length of service with KH

New Client

Role Fulfilled

- **Operations Manager** (*New Role*)
- **Timeline:** Less than 6 weeks from launch to signed offer
- **Interviews:** 2 candidates presented, 1st candidate hired

First Saturday Lime's Key Owner Stage[®] Journey



We've worked with countless small business owners and have discovered five clear stages they go through as their success grows. [Learn more about your Key Owner Stage here https://www.keyhire.solutions/](https://www.keyhire.solutions/)

✓ Delivering Results

The owner was losing confidence in her team's and leaders' abilities while being very concerned about her operation's department that was turning into a rudderless ship. She found herself turning to anyone who would listen for ideas on how to resolve the operational chaos. KeyHire evaluated and identified the core issues—both systemic and performance-related—and presented a targeted, actionable, timely plan with clear changes outlined. We developed precise requirements to address these challenges, tackling their operational difficulties while adding capacity to meet future production goals.

✓ Their Challenges, Our Solutions

After five failed attempts at hiring for this critical Operations Manager role, the owner faced a department in turmoil with inconsistent leadership across three shifts running 24 hours per day. The manufacturing operation had significant potential but lacked experienced guidance, which created trust issues for the owner and employees. Others had stepped in to help fill the gaps, but there was a fear of frustration or flight when another new leader joined the team, and they were asked to step back.

The owner needed someone she could trust to run the department, provide her with feedback on necessary changes and improvements, and have the confidence to make difficult personnel decisions. She wanted assurances she wouldn't find herself back in a similar situation, recognizing they had a weakness that simply required attention. Her mindset was clear: "I need one hire who can smooth things out," but she hesitated to address one issue when the root cause might be something else entirely.

KeyHire Solutions Actions

We worked with First Saturday Lime to address their critical Operations Manager vacancy that had remained unfilled despite five previous hiring attempts. The manufacturing operation needed immediate leadership and stability to manage its 24/7, three-shift production schedule while preparing for facility expansion.

Our specific actions included:



Applied our specialized expertise, exclusively focused on small business manufacturing challenges



Leveraged industry knowledge of what similar companies are facing and their proven solutions



Developed exact requirements to solve both immediate operational problems and long-term capacity needs



Created custom hiring plans to target, engage, and hire candidates who fit the culture, had the experience needed, and brought the capacity to help grow the business



Laser-focused interviews - We targeted, sorted, and delivered candidates to exactly match their needs; they hired the first candidate we presented

The new Operations Manager brought immediate stability to the production floor, implementing consistent leadership practices across all three shifts. The owner now has the trusted leader she needed to run the department, providing her with the confidence to make strategic decisions about the upcoming facility expansion while finally stepping back from daily operational firefighting.

**LEARN HOW WE CAN HELP YOU
CREATE THE DREAM TEAM!**

READY TO LEARN MORE? LETS TALK.