

NAVAN  
**Case  
Study**



Two Years of Growth with Navan

# Scaling up to **unicorn** status

Expanding your organization and increasing headcount can feel overwhelming. It requires careful strategy, planning, and insight. How many hires should you make? When is the right time to scale up hiring? And how do you ensure you're making the right hires at every level of the organization?

The Leadership Agency recruits for the most impressive companies of our generation. Our mission is to help high-growth companies make their best hires. We are a women-led company and believe in diversity, inclusion & belonging - diverse teams are strong teams.

We do it differently.

We're not just recruiters—we're your partners in building the teams of tomorrow.

## Where to find us:



[/theleadershipagency](#)



[@theleadershipagency](#)



[leadershipagency.com](#)

**3000+**  
placements

**300+**  
clients

**50%**  
women and/or BIPOC  
placements

**30%**  
clients Seed-C

# Search Statistics

Numbers tell us a lot about a search. They not only provide us with real-time data but also insights into the talent market.

## Timeline

**2**  
YEARS

## Candidates

**50**  
PRESENTED

## Interviews

**40**  
CANDIDATES

## Placements

**5**  
LEADERSHIP  
HIRES

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Navan (formerly known as TripActions) is a corporate travel and expense management platform designed to simplify the travel experience for businesses and their employees. It combines travel booking, expense management, and reporting into a single platform, making it easier for companies to manage their travel budgets and streamline processes.

Navan is one of the most valuable companies in the travel technology sector.

With over \$500M in funding and with a valuation exceeding \$7B. Navan works with a diverse range of clients, including both small businesses and large enterprises, across various industries.

# How we helped Navan

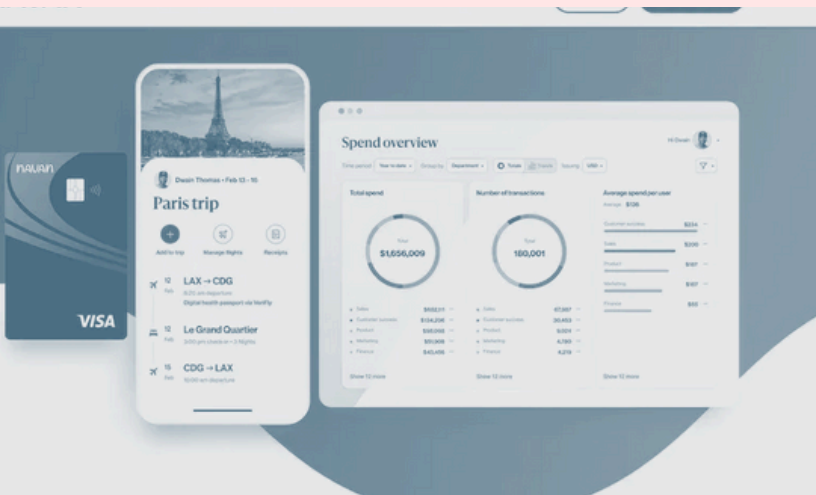
Navan serves customers in over 150 countries, helping businesses manage their travel needs on a global scale. The platform has seen significant adoption, with over 10M users leveraging its services for travel and expense management.

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Thank you all for your tremendous partnership and the amount of hard work, care, and attention you put into helping us scale our team. We are so lucky to work with you!



Amber Knopp  
Manager, Business Recruiting



1

Discovery with the Navan team

2

Meeting to understand the criteria of the exclusive search

3

Search project launched within 1 hour of approval

4

Weekly sync meetings with Navan. Data, full transparency and visibility into the search provided

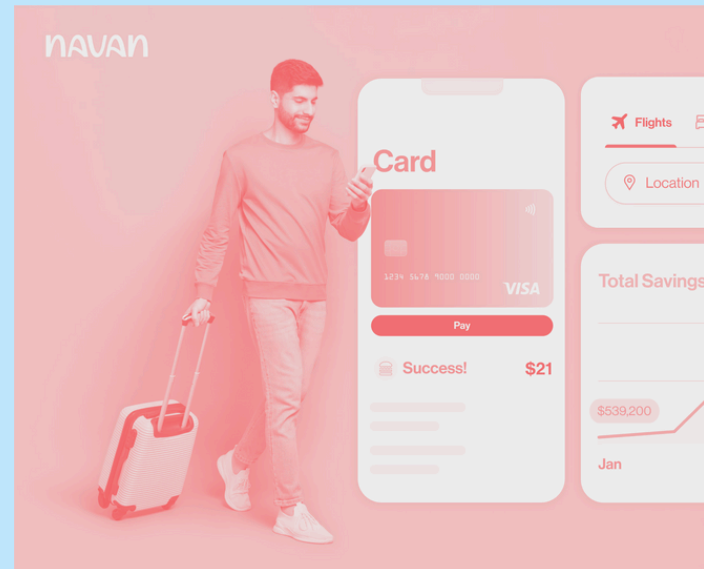
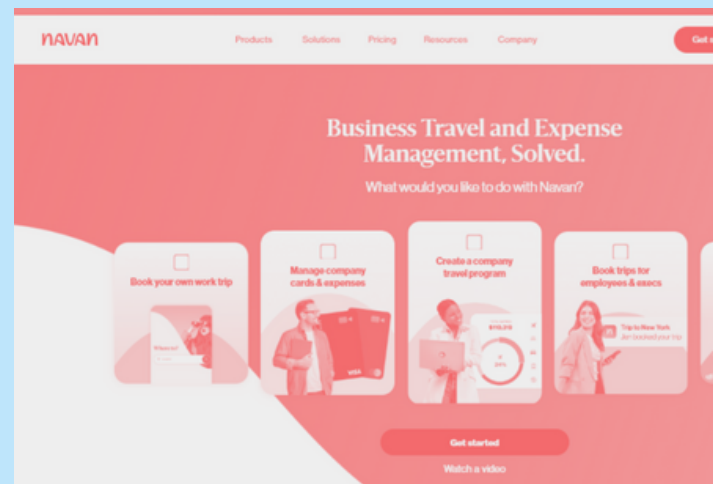
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5 leadership hires made

# The Challenge

The Navan team first reached out to The Leadership Agency in 2019 to assist with their search for a Sales Development Manager. The candidate they hired performed exceptionally well in her NYC role, leading to her relocation to Texas in 2020 to launch the Austin office. By 2021, The Leadership Agency had successfully helped Navan recruit five top-tier leaders.

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# The Solution

The Leadership Agency's first step in its unique sourcing process began with a debrief call with Navan to fully understand their requirements and gain in-depth knowledge of the company, the culture, and the brand.

# Our Process

Everything starts with a discovery.

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## Discovery with ELT

Our team sat down with several members of Navan's leadership team, including their VP of Sales and Recruiting team to discuss the scope of the role. The Leadership Agency begins every search by learning the company culture, and understanding the core values of the team and leadership

## Revenue Model Analysis

To truly align with the goals of a business - and identify and attract the best candidates for the role - requires an understanding of the financials. The Leadership Agency acquires comprehensive knowledge of a company's revenue model by asking the right questions: Are they looking to grow current contract revenue, acquire net new business, lower their churn rate, increase monthly recurring revenue, expand into new markets, or go upmarket and get to the enterprise?

## Setting Timelines

The Leadership Agency set up transparent and aggressive timelines in advance so that Navan would know what results to expect and when. Navan understood and approved the precise dimensions of the search.

# The Result

Within an hour of its initial consultation, The Leadership Agency launched the search. Key deliverables included...

- All searches launched within an hour
- Within five business days, Navan was presented with vetted, qualified candidates, and a talent market analysis
- The Leadership Agency team held detailed conversations with the recruitment team and their VP of Sales to find just the few who would be great fits for the Navan brand and team
- The Leadership Agency has now helped Navan find and hire 5 top talent GTM leaders

# The End!



Ready to see where we can take you?