



TALENT ACQUISITION



PSYCHOMETRICS

## WE HELP YOU MAXIMISE EMPLOYEE ROI

We're consultants with a difference. We understand that your employees are one of the biggest investments you'll ever make. You need to be confident that you're hiring the very best people for the job – who have the right mix of skills, attitudes, behaviours and aptitudes to succeed in the role and drive your business forward.

You also need to know that your teams have everything they need to thrive and succeed: that you have the right leaders motivating and inspiring their teams to perform at their best, and employees who are capable of, and committed to, helping your business flourish.

Sounds great, doesn't it? It's actually easier than you might think. With our industry-leading predictive analytics tools, we can help you to pinpoint the very best candidates for a role, and identify and fix employee performance issues that might be hindering your success. We've helped numerous businesses achieve tremendous results, from supplying shortlists of highly suitable candidates for vacancies to optimising the performance of their leaders. We're not just consultants. We guarantee that we can help you maximise the Return on Investment (ROI) you receive on each and every one of your employees.

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We can conduct the full recruitment process for you or simply parts of it. Whatever you choose, we'll help you make sure you have the right candidates with unique, scientific insights into how they'll perform before you make a critical decision.

The way you hire, manage, lead, reward, and treat people will impact all your HR, learning, and leadership programs and ultimately your organisational success. Think holistically and you'll be amazed at what you can do. High-impact talent acquisition improves overall business outcomes with forward thinking and progressive organisations seeing on average 160% better business outcomes than organisations that do not employ a structured strategy.

The bottom line is this: without a focus on making your workplace "great," your employment brand will suffer. When your engagement and culture is strong AND YOU HIRE THE RIGHT PEOPLE WHO FIT, attracting the right talent and delivering better and more sustainable organisational results becomes easier and more cost effective.

Today more than ever, an integrated and strategic talent management approach touches and affects everything.

## TALENT ANALYTICS (PSYCHOMETRICS)

Way back in 2014, Forbes HR writer Meghan M Biro spoke of talent analytics as 'a crystal ball for your workforce'.

What she meant was that talent analytics can now give us incredibly powerful, scientific and objective data about the people we're considering hiring, and the people we've already hired.

Previously, hiring and performance management have been more art than science, but talent analytics changes all of that. And when you're making incredibly serious business decisions, such as who to bring in to your team and how to best develop the people you have, why wouldn't you use all of the concrete, objective data available at your fingertips?

One of our favourite applications of talent analytics is the insight it can give you into the whole person. When you're hiring, this is critical: while people who want the job may be very skilled at telling you what you want to hear, how can you be certain that they really have the attitudes, values, behavioural traits and aptitudes to drive your business forward?

### THE ICEBERG ANALOGY

If you think of a person like an iceberg, there are many attributes we all possess and exhibit that are a lot harder to evaluate than simply reading a resume, conducting an interviewing, or undergoing a performance review, as they are less tangible, or 'below the waterline'.

So, for example, when you're hiring someone, what you can easily see really only adds up to 10% of their potential performance. The other 90% relies on factors 'below the waterline' that, without the proper tools, you won't discover until it's too late.

**YOUR PEOPLE ARE YOUR GREATEST INVESTMENT.  
WE HELP YOU MAXIMISE YOUR RETURN.**

DISCOVER & UNLEASH YOUR POTENTIAL