

[STRATEGIC] TALENT ACQUISITION TIED TO YOUR BOTTOM LINE

Candidates RIGHT for the JOB
and RIGHT for your BUSINESS





How do you identify and
engage candidates who'll
continue
to augment your business?



Think Beyond the Job—
THINK STRATEGICALLY



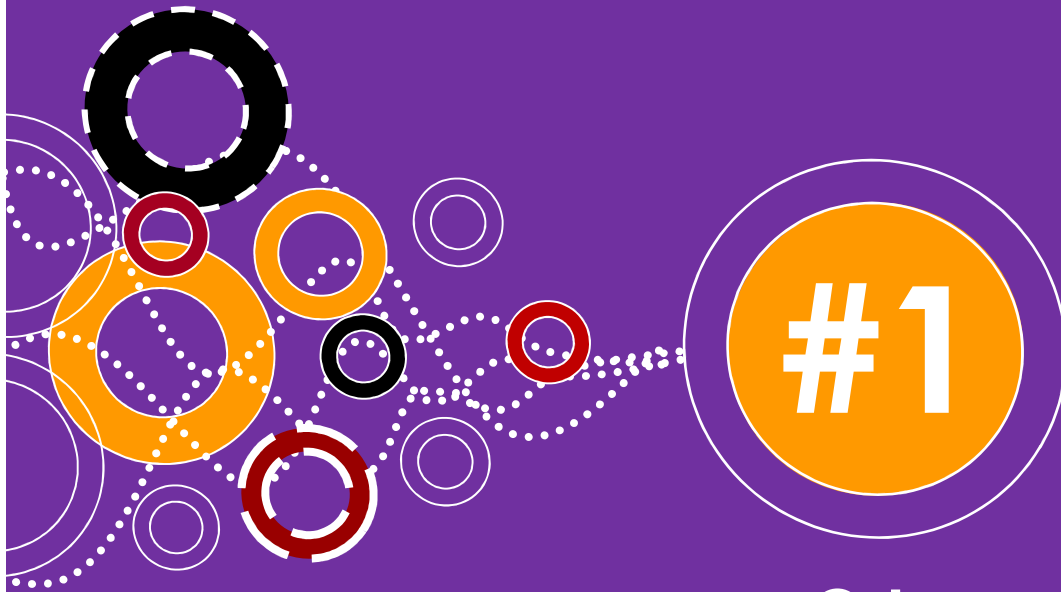
To create a new, more strategic paradigm, you'll need employees who can:

- Fill broader capability gaps
- Get up-to-speed quicker
- Learn, develop, and advance faster
- Fit within your company culture



To Find and Retain These Employees, **Get More Strategic with Your:**

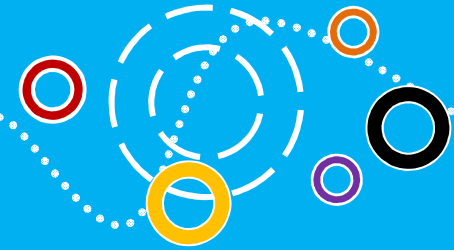
- Competency Management
- Pre-employment Testing
- Interviewing
- Onboarding



[Strategic] Competency Management

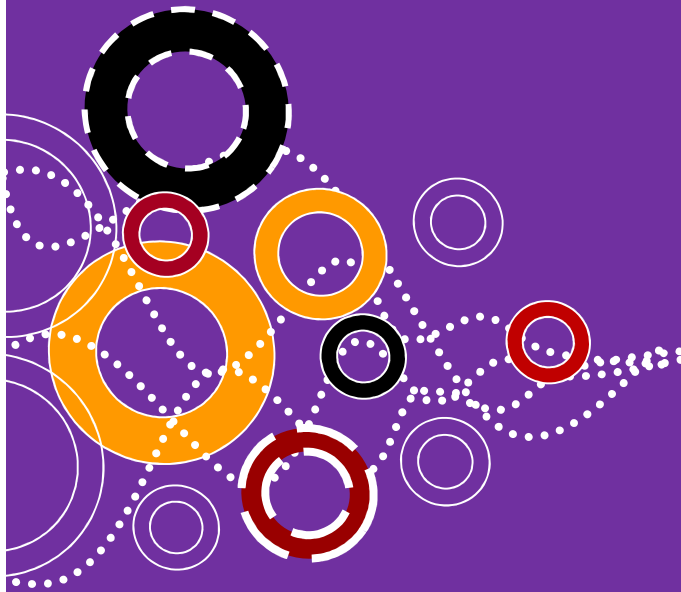


[Strategic] Competency Management



Know what is needed to succeed

- Define ideal candidates with the future in mind.
- Look beyond technical skills and knowledge; define a set of competencies that complement and drive your company's unique cultural values.
- Ensure a legally defensible selection system right from the start.



[Strategic] Pre-employment Testing

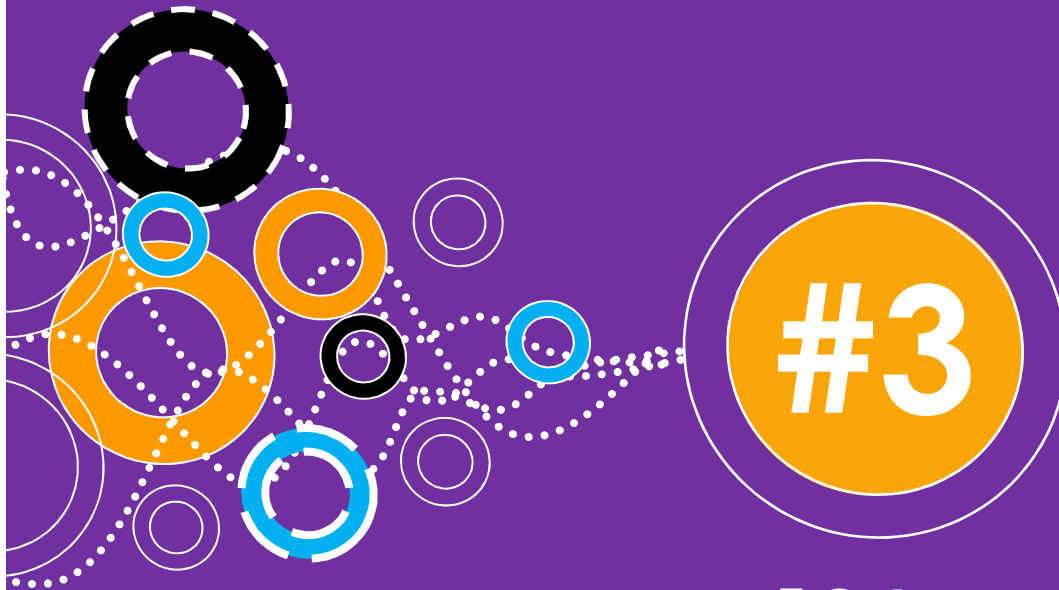


[Strategic] Pre-employment Testing



Put candidates to the TEST...

- Administer a series of tests for an accurate prediction of behavior and non-technical competencies.
- Improve efficiency with high-volume screening.
- Target organizational fit.



[Strategic] Interviewing



[Strategic] Interviewing

56%

of managers
**FOLLOW THEIR
GUT**

BUT...

50%

of hiring decisions
DON'T WORK OUT!

Take the GUESSWORK OUT

- Make hiring decisions based on relevant job criteria, not instinct.
- Structure interviews for competency-based data collection.
- Patrol websites such as Glassdoor.com to learn what candidates and employees are saying about your interview process.



#4

[Strategic] Onboarding



[Strategic] Onboarding

24%

of hiring
managers
**USE HIRING
PROCESS
DATA**
to inform new
hires'
development

One-size-fits-all Training Won't Fit or Stick

- Personalize each development plan to align with employees' career and succession planning.
- Equip managers with the coaching skills needed to guide employees' smooth and successful transitions.



LET'S RECAP!





You can **find and retain** employees by:

- Defining the candidate for the **FUTURE** of your business.
- Choosing assessments that accurately **PREDICT** behavior.
- Trusting your instincts, but decide with **DATA**.
- **PERSONALIZING** onboarding for maximum engagement, abbreviated ramp-up, and accelerated productivity.

KEEP IN MIND...



Best-in-class talent acquisition separates the **well**-performing from the **best**-performing companies. Talent acquisition functions—especially recruiting—drive revenue growth and contribute more to ROI.

Fortune's 100 Best Companies to Work For
outperformed the S&P 500 8 out of 10 Years

Sources: 2012 BCG/WFPMA proprietary Web survey and analysis.