



SMART SOLUTIONS ~ LASTING RESULTS

Pre-Hire: All Achiever Management Consultations

Objective:

To match candidate to responsibilities, manager and company culture so that the candidate and company will succeed together.

Approach:

Meet with management to enhance understanding of the versatility of the Achiever Assessment not only as a management tool in the selection of candidates to get quality people in the right seat, but also to know before the individual is hired what their management and development needs are.

Bring the Achiever Report to life by connecting what the company or organization has learned about the candidate in their hiring process with the objective perspective of the Achiever Assessment and the impartiality of an outside consultant.

Critical elements are reviewed to help management understand the depth and breadth of the report and the potential positive or negative impact on their organization with the specific candidate.

Feedback to Incumbent:

A complimentary 60 minute feedback session is included for the successful candidate after they have been employed with the organization typically between months two and four.

Benefits:

Know which candidates an employer should be most concerned about hiring <i>before</i> hire.	The Achiever Assessment can be utilized in succession planning and implementation.	Frees up management to focus on highest payoff activities that increase revenue and reduce stressful turnover.
Know which candidate fits the job best <i>before</i> hire.	Saves time, money & effort by hiring the best candidate.	Clients know what they can count on & still meet EEOC requirements.
More credibility with potential quality hires pre & post hire.	Implementation of development plans accelerate success	Company culture improves with a more positive and confident staff.

"Every time we overrule the Profile . . . every time we say 'no this can't be true' . . . we're wrong and it ends up costing us money." Executive VP

*Please allow 30 - 60 minutes for this consultation.