



selection, assessment
& development



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Identifying the “right” person to join your organisation – with a focus on selecting people you can retain:

The 2008 Annual CIPD Recruitment, Retention and Turnover Survey reported that the average cost of filling a job vacancy (when taking account of the associated labour turnover costs) is £5,800. The Survey also highlighted that 80% of organisations report retention difficulties. We can assist your organisation in selecting the “right” person who will fit with your culture, corporate values and stay with you to ensure a maximum return on your investment and to help your organisation generate greater value.

Our assessment and selection processes will be tailored to your individual needs, but will be in line with CIPD and BPS Best Practice. Therefore, we will design an assessment and selection centre which:

- **Use our expertise to assist you in selecting people who will stay and help your organisation grow.**
- **Is highly objective, free from bias and fair to all your candidates**
- **Will assess performance against defined job-related competencies; we will use your competency framework and values as the basis for the selection criteria**
- **Use appropriate tools and methods; each competency will be assessed at least twice**
- **Deliver assessment centres with qualified, skilled and experienced assessors**

Identifying your “top” or “future” talent - Development Centres:

We work with many organisations whose key strategic requirement is to identify the top 20% performers; several invest heavily in doing this. However, “serious errors” occur when you get someone from the bottom 20% identified as displaying top 20% potential. By utilising our rigorous and robust approach to selection and assessment to either identify top talent or development needs we will ensure “serious errors” are not made and your time is not wasted.



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