

## HIRING AND DEVELOPING THE BEST IMPACTS YOUR BOTTOM LINE

Company Size	Yearly loss due to poor hiring (per 4 positions)	Possible Savings (based on 75% success ratio)
Small	\$250,000	\$187,500
Medium	\$1,000,000	\$750,000
Large High-Tech and Financial corps.	\$7,000,000	\$5,250,000

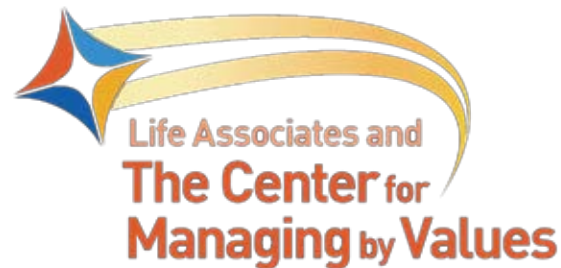
### Partial List of Clients FOR LIFE ASSOCIATES AND THE CENTER FOR MANAGING BY VALUES®

- Avery Dennison
- Microsoft
- Hay Group
- Ken Blanchard Companies
- Hughes Space & Comm.
- Toyota
- Edelman Public Relations
- United Technologies
- Pillsbury
- Ericsson
- H.O. Penn Machinery
- Novartis
- Black & Decker
- Darling Consulting Group
- International Speakers Bureau
- Mayo Clinic
- Spader Business Management
- AT&T
- Citicorp
- Bank of America
- Travelers Insurance Group
- IBM
- Siemens Training & Development
- Airlines Reporting Corp
- U.S. Airforce & Army
- Pfizer Labs
- American Management Assoc.
- Bombardier

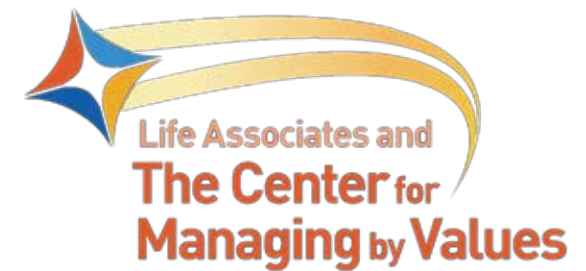
## SELECTED LIFE ASSOCIATES AND THE CENTER FOR MANAGING BY VALUES®

### PRODUCTS AND SERVICES:

- **MANAGING BY VALUES®:**  
Create an All-Win Culture!
- **HIRING AND DEVELOPING WINNERS™:**  
Hire and grow the best employees!
- **GLOBAL PROFILING SYSTEM:**  
Understanding total human performance, both from a capabilities and motivations perspective.
- **SITUATIONAL LEADERSHIP II® AND DISC:**  
Learn the single most important question to ask to be effective and how to capitalize on it!
- **ORGANIZATIONAL ASSESSMENTS AND DEVELOPMENT:** What employees and other stakeholders say and what to do about it for sustained success.
- **LEADERSHIP DEVELOPMENT PROGRAMS:**  
Extensive, in depth training program for managerial and leadership success.



Human Assets Management & Development Co.



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# Hiring & Developing Winners™

While most organizations have a success ratio of **less than 25%** at hiring and developing winners, our full life cycle planning, hiring, and developing process can ensure success rate of 75% or higher.

This process consists of Six types of sub processes with specific hands on tools that can be used by managers and those involved in the process of hiring, managing and developing winning performers.

*Can your organization benefit from a ratio of greater than 75% success at hiring and developing winners?*



One of the key reasons for the success of HDW™ is the unique feature of a comprehensive **TOOLKIT** comprised of several employee assessment and development tools. These tools are targeted to the **BIG SIX** predictors of successful job performance from attitudes (motivations) and actions (capabilities):

### Capabilities

#### Job Specific Capabilities:

*Knowledge, skills, and experience unique to performing this specific job (but not transferable to other positions)*

#### Transferable Capabilities:

*Capabilities one would bring to ANY job.*

#### Adaptability:

*Deals with a person's effectiveness in dealing with change and adjusting to obstacles, ambiguous situations and new challenges.*

### Motivations

#### Work Style:

*How a person is likely to do a job.*

#### Work Values:

*Highly related to WHY a person works (or why they will or won't do the job)*

#### Work Interests:

*The TYPE of work that is most meaningful, interesting, and motivating to a person.*

## WHY THE NEED FOR MORE EFFECTIVE HIRING PRACTICES?

- Just 13% of workers view their jobs as meaningful.
- Only 20% of employees studies over a 16 year period were in a job that "fit" with their talents.
- Only 33% of managers were well suited to those positions in a 30-year study.
- 50% of managers hired by companies have not worked out according to another study.
- 75% of all circulatory disorders (heart, blood pressure/stroke, etc.) are due to the absence of job satisfaction.
- \$100 billion a year is spent by U.S. companies for job-related stress costs that are a direct and unnecessary result of job "misfits."
- 83% of workers plan to look for a new job when the economy improves
- The failure rate for new executives is 40%-60% within the first 18 months and, within five years, two-thirds of executive hires fail — costing the company 20 times their salary.

### KEY BENEFITS OF HIRING "WINNERS"

#### Financial

- Productivity gains
- Cost Reduction
- Product Quality/Service That Satisfies Customers

#### Non-Financial

- Better individual & co-worker performance
- Management time gained
- Greater synergy and higher morale
- Fewer personnel problems to address

As a total suite for workforce management, this **TOOLKIT** spans the following range of critical process areas:

- job assessment
- candidate assessment
- employee assessment
- employee management
- employee development
- organizational development

It provides a complete and unique solution for organizations to increase and achieve sustained success by hiring and developing the people required for winning performance.

## THE HIRING AND DEVELOPING WINNERS™ PROCESS TOOLKIT

**TOOL 1:** Job Analysis Profile

**TOOL 2:** High Performance Job Profile

**TOOL 3:** Targeted Behavioral Interview Question Bank

**TOOL 4:** Online Assessments

**TOOL 5:** Performance Simulations

**TOOL 6:** Master Job Assessment & Development Matrix

**TOOL 7:** High Performance Coaching Guide

