

Insight into candidates' potential to *maximise the quality* of recruitment

Talented people are an organisation's most valuable assets. Recruitment and retention is essential at any time but in the current economic climate, with real talent in short supply, recruitment at all levels is proving highly competitive. Despite this, few organisations have any objective insight into the suitability of candidates and how they might fit into a role.

- The weak economy has led to large numbers of candidates for every position
- Poor hiring decisions increase staff turnover – which is costly and hurts productivity
- There are more graduates for fewer roles: qualifications are not indicative of success
- A shortage of talent, especially at senior levels, is making good recruitment critical

How does SHL help?

SHL enables candidates to experience your culture and the demands of the role they are applying for. By looking at ability, potential and skills we give you an objective insight that will improve the quality of your hiring decisions. SHL's solutions allow you to find the best applicants, lower recruitment time, cut costs and increase retention.

“Those who scored highly were almost three times more likely to be high performers at work.” *Vodafone*

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What our customers say

Volume recruitment

"The solution enhanced our established work flow process, introduced assessments to help identify the right candidate more quickly in a fair and standardised way." Nissan

SHL maximises the quality of hire in critical volume roles by helping remove unsuitable candidates earlier in the process, while job previews ensure that only applicants with the right skills and personalities progress to the formal assessment stage. The result is a smaller pool of more suitable applicants.

Graduate recruitment

"Our graduate recruitment process now delivers a consistently high calibre of candidates across all regions." DHL

SHL helps you find the leaders of the future, by creating a proven process to zero in on the highest quality candidates.

Managerial and professional recruitment

"SHL has significantly contributed to the number of fantastic senior hires we have made over the past 12 months." Comtec Europe

Recruiting the best is critical for success. Senior roles are diverse and demanding. We define the required skills for the role and assess each candidate's ability to perform at the highest level.

How do we do it?

- Defining the requirements of each role, no matter how senior
- Giving each candidate vital experience of the role
- Assessments to identify applicants' suitability
- Intensive testing to shortlist the best candidates
- Solutions embedded into your systems to create an efficient recruitment process

Key points

Assessing large numbers of candidates efficiently and objectively

Rapidly short-listing the best graduates

Maximising the success of senior hiring decisions



Assessments
in more than
30 languages

Organisations that understand and maximise their people's potential achieve outstanding results. SHL gives you the insights to make better decisions about your people.

**We call this People intelligence,
Business results.**

