

Implementing a process of talent identification and recruitment of high potential candidates

Period: the process is on-going since 2007.

GIVEN SITUATION

Multinational company of services activating in a niche field; due to a very competitive business environment and to its constant development, the company wants to make sure that it permanently has at its disposal a pool of suitable candidates able to adapt rapidly and perform at a high level.

As the company invests much in the development and retention of its employees there are preferred persons with high potential of development that can occupy in the future managerial positions. In this regard it was decided the partnership with Perspective Group- we constantly identify, evaluate, recruit and place the persons and monitor their long-term evolution.

PERSPECTIVE GROUP'S APPROACH

- Establishing and agreeing the candidates' overall profiles together with the client's representatives - these profiles included features such as passion for the field, outstanding results during studies, extra curricular activities in specific areas, advanced knowledge of foreign languages and computer operating, intelligence and increased communication skills, a proactive approach, curiosity, ambition, etc.
- Agreeing on the needed number of persons on the short, medium and long term.
- Agreeing together with each department manager on the specific profiles that the department needs on short, medium and long term.
- Identifying the selection sources and methods of the right candidates.
- Recruitment and selection of the candidates who must have the profile the customer desires and be able to adapt to the corporate culture and development strategy.
- Assessment of attitudes, skills, motivation, knowledge and development potential of the candidates using appropriate tools both in "assessment centers" and in individual sessions of behavioral type interviews.
- Consultancy offered to the management throughout the entire project and support in taking the final decision of selection and hiring.



- Consultancy regarding the induction procedure and methods of development for the chosen persons.
- Follow-up - periodically (once every 3 months) to assess the evolution of the individual performance and the development of the employees.
- Recommendations towards the HR person regarding the retention and development strategy.

RESULTS

- The successful collaboration lasting for several years by now has taken the form of a continuous process through which the organization has completed its team with dozens of talented, competitive and performing employees.
- This type of partnership has allowed and still allows the concrete measurement of the efficiency of the used methods. It has been thus identified a high percentage of retention, of over 95%, among the employees recruited in this way. Besides this all these employees have developed periodically within the organization and were able to occupy higher levels in terms of hierarchy.

