

Make
great
people
decisions
and then
unlock
new
recruits'
potential

select: insight that can accelerate development

How can my organisation harvest insight from the selection process to boost development?

The psychological insight gathered in the selection process should be the starting point for managers' interaction with a new starter – a clear guide as to what that particular individual requires in the way of motivation, development and engagement. All too often, the recruitment and development processes are disconnected, and this insight is not used to accelerate a new hire's 'time to effectiveness'.

How can I make sure my great hires fulfil their potential – and are prepared for future roles?

OPP® designs and delivers targeted on-boarding and development plans for new recruits, using information gathered during selection assessments, such as outputs from the 16PF® instrument. This approach maximises the selection investment for the organisation and, for the individual, creates the best possible assimilation.

From supporting transition into a new operating environment, to identifying and developing leadership capacity and capability, our approach will help you:

- inspire self-aware, job-ready leaders
- build and retain leadership talent while ensuring continuous growth and learning.

"86% of new hires make their decision to stay at the company within six months of joining"

Aberdeen Group/SkillSoft Survey, February 2008

"it's about helping your great hire grow and develop"



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Our approach at the **on-boarding stage** applies psychological insight and makes the most of our world-leading psychometric tools:



16PF®

– Inspiring insight into people



FIRO-B®

– The key to productive relationships



TKI™

– A bridge to conflict resolution



MBTI®

– The most widely used personality assessment



Benchmarks®

– Unique 360 perspective

OPP offers executive coaching, transition coaching, and skills workshops to enhance the 'time to effectiveness' of new appointments. Workshop topics include: Influential Communication, Coaching Skills for Managers, Conflict Management, and Change Management.

Working with us

Our approach is totally **flexible**. Capitalise on the expertise you already have using insight from our experienced consultants, or ask us to design new systems and processes based on your needs. We craft a way to work together that fits your budget, resources, current know-how and future plans.

If you'd like to make the most of your selection process to accelerate development, we'd love to talk to you.

www.opp.eu.com/select

opp

unlocking potential

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