

Talent Management

The Right People in the Right Jobs Doing the Right Things

Discovering and maximizing the talents in an organization is the greatest opportunity for growth in businesses over the next 10 years.

The Price Associates team helps our clients

- discover and develop the untapped talent already available in your workforce
- identify the traits that result in superior performance for each job within your company
- find the best talent for open positions
- develop a growth strategy for your company and your people

We become an extension of our client's organization from initial assessment to full implementation of this transformational approach to talent management. Together, we create a dynamic within our client's talent base that lifts them to their true talent potential and raises the innovation, productivity and profitability of the company.

The Right People – Uncovering talent potential

Talent Assessments

Placing the right people in the right jobs begins with gaining a deeper understanding of our client's employees. Price Associates' comprehensive talent assessment paints a clear, three dimensional picture of an individual's talent potential.

- Behaviors – how an individual responds to their environment
- Motivators – what ignites the deepest energies in an individual—their hot spots
- Cognitive patterns – the individual's ability to make quick and accurate judgments

The resulting report provides a guide to the unique talents an individual brings to their work.

This data allows a management team to:

- identify and develop employee strengths
- maximize employees' true talents in alignment with the company's goals

- reward employees in meaningful ways
- create an effective coaching and training pathway
- increase loyalty and productivity through job satisfaction
- communicate more effectively with individuals on their teams

Our clients have reported increased attendance, productivity and job satisfaction resulting in reduced turnover and a boost to their bottom line.

Candidate Searches

Price Associates focuses on placing candidates that are an excellent match for both the position and the company culture.

We do the work for our clients. Price Associates will:

- develop the job benchmark (a blueprint of behaviors, motivators, and cognitive patterns)

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- identify top candidates based on their match to the job benchmark, experience and education
- recommend the top 3 – 5 candidates
- suggest tailored questions for each individual interview
- provide a customized New Hire Orientation kit including a personalized coaching path

From beginning to end, our process is focused on finding the optimal talent match for our client.

The Right Jobs – Clear Direction

Job Benchmarking

Price Associates' expertise in job benchmarking takes our clients beyond best practices. We pull together stakeholders—the incumbent, managers, internal customers—to provide a picture of the inherent behaviors, motivators and cognitive patterns that will be most successful in the position. Our scientifically proven process for gathering and analyzing this data results in a detailed portrait of the job and the qualities needed to deliver superior performance in the position.

A thorough job benchmark will

- assess the position's contribution to your company's strategic goals
- evaluate the "fit" to the current position holder

- optimize current talent
- provide a powerful tool in the hiring process
- reduce workforce turnover
- increase your profits

Our experience has shown that the right people doing the right jobs results in less turnover, greater productivity, a positive company culture and bottom-line profit.

The Right Things – Strategic Alignment

Having the best people doing their jobs well is only beneficial to a company if their efforts are contributing to the mission, goals, and objectives of the company. We call this alignment.

Price Associates helps our clients identify or reengage with their underlying mission and goals. Every service we offer is focused on alignment with those strategic positions. From this perspective, we are able to help our clients create an integrated blueprint for the success of every individual on their staff, as well as performance that achieves our clients' strategic goals—powerful results.

Are you ready to maximize the talents in your organization? To speak with our talent management experts, please call 1-866-442-0556 or visit our website at www.price-associates.com/solutions/talentmanagement.aspx.

"We talk with a lot of employers. Rarely do we hear as much 'pain' from them as when they are telling us about how they have hired the wrong person. And the higher up in the organization that individual is, the more severe the consequences. While no hiring system can be perfect in predicting job/talent fit, our clients tell us our system is the most accurate they've used."

– **Tim Eckstrom,**
Senior Vice President,
Business Consulting

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