



EXECUTIVE SELECTION

ROI

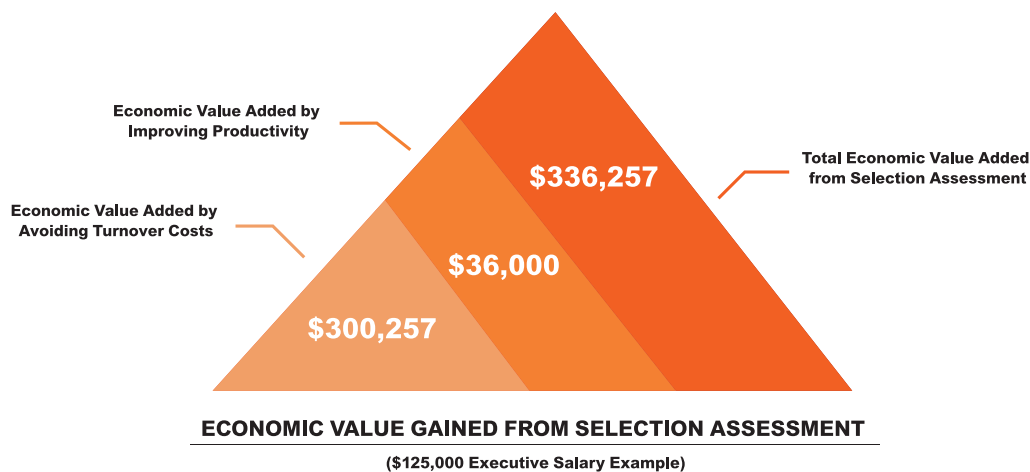
Return on Investment - Objective Overview

Hiring the right person for the job is a predictor of company profitability. Research indicates that leadership effectiveness significantly impacts employee engagement, which accounts for the majority of the variance in organizational performance.

When you add up the time, relocation costs, and loss of productivity of a poor job match- particularly for leadership roles- the overall cost can be significant.

The accumulated costs associated with replacing a bad hire at the executive level can be calculated through a process based on meta-analytic research using Dr. Lyle Spencer's Economic Value Analysis methodology.

Calculations are based on full cost of employment (3 x annual salary):



Further, the opportunity cost of a bad hire at the Executive level generated by distraction for those impacted throughout the change is immeasurable.

Return on Investment- Subjective Overview

In addition to bottom-line performance, Executive Selection clients report personal value of services provided as described below:

- Objective, grounded take on people issues and decisions
- Effective evaluation tools to inform selection and development decisions
- Confidential sounding board for processing management and climate issues
- Trusted coach and advisor to organizational leaders
- Effective systems and processes for talent management
- Disciplined observations regarding performance and leadership behavior
- Ability to integrate qualitative and quantitative information to form a holistic perspective
- Trusted partner for supporting leadership development