

Got to recruit, but worried that you are going to select the wrong person?

- Do you find that the people that you recruit don't always turn out the way that you thought that they would?
- Do some of your recruits leave before they have really settled in?
- Has recruiting the wrong person cost you a lot of money?
- Do you feel frustrated that people don't turn out as you expected?
- Do you find that the people that you recruit take too long to get up to speed?
- Not sure what to do to make things better?

Then its time to pay attention to your selection process!

There is a probability of 1 in 5 of making a successful appointment if all you do is conduct a one to one interview to select a new recruit. You can save time, money and wasted effort if you let us work with you now to develop your selection process. **Effective Selection** is a must for any organisation; you simply can't go on recruiting the wrong people and sustaining the damage that it does to your business. Better to make sure that you make the right recruitment decision, focus on getting the selected person up to speed as quickly as possible and generate competitive advantage for the future.



Currently at £500 (+VAT) "This extended personal workshop can pay for itself many times over" by;

- Improving the probability that you will select the right person.
- Avoiding the costs generated by someone who is unsuited to the role.
- Avoid the cost of having to recruit again if the wrong person joins.
- Using information from the selection process to get the candidate up to speed as quickly as possible.
- Improving retention.
- Developing a more effective workforce.
- Creating a positive effect on morale.
- Generating competitive edge.

To make effective selection decisions you need to understand the value to improving the quality of the selection decision of gathering information about the candidates from a number of sources and be able to design a selection process that matches the importance of the decision that you have to make. The workshop will help you to understand the costs associated with getting it wrong and introduce you to proven selection methods that you can use to increase the chance that you will make the right selection decision.

You will learn to develop a strategy for selection for your organisation by:

- Understanding how a range of recruitment tests add certainty to the outcome.
- Understanding the cost of making a wrong decision for you.
- Being able to design a selection process that will match your needs
- Learning how to use information from the selection process to get the recruited individual up to speed as quickly as possible.

Who will get the most from this extended personal workshop?

- Business owners, managers and staff in small and medium sized businesses.
- Particularly managers who have a key recruitment decision to take.

The value that you will get from delivery

The **Effective Selection** workshop will include two 4hr face to face sessions plus a period of on-line personal support. Our coach will focus on helping you to develop the selection strategy for your organisation.

- You will receive personal one to one coaching and advice aimed at your exact needs.
- Coaching by a qualified coach with experience to pinpoint the issues that concern you and address them.
- Normal value of 8hrs coaching £720.00. Discount on this package £220.00.

Book Now

Sessions run at convenient times and locations - Just for you - Register your interest now!

Don't ignore this opportunity; selecting the wrong person can be expensive and may even put the whole future of your business at stake.

Call Stephan Polshaw now on 07977 298 988 and ask for a personal **Effective Selection** workshop (two 4hr face to face sessions plus on-line personal support for a period) to be arranged for you.

Alternatively e-mail Stephan.polshaw@jestmanagement.co.uk now and receive further details.



getting the best out of people