

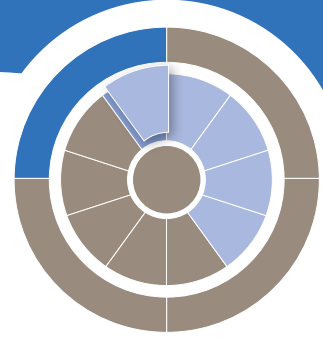
## Talent-Based Solutions





## FRONT LINE SELECTION AND DEVELOPMENT PROCESS

# Mass Hire



The Talent Plus Mass Hire process provides a fully staffed organization, new location or division through the development and implementation of a strategic sourcing and selection process.

### Your Road Map to Mass Hiring

Organizations requiring intense recruiting and selection assistance utilize Talent Plus' Mass Hiring process. The process will allow your organization to efficiently and effectively identify and select groups of employees who fit the positions and your desired culture within your company.

### Benefits

- + Helps your organization create a streamlined and effective selection process
- + Results in an efficient methodology for managing your organization's talent pool
- + Provides a wealth of information gained from the hiring process that can be used for future development

### Outcomes

- + Decreased start-up time for a new location
- + Lower initial turnover

### Process

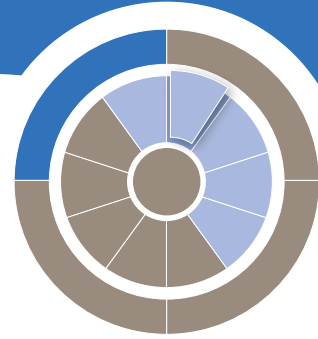
- + Partner with your organization to determine and agree upon criteria for project success
- + Design the selection process to meet the organization's specific mass hiring need
- + Conduct leadership education on the new selection process
- + Select employees using validated interviews and assessments and an updated process
- + Assess ROI based on criteria established for project success

For more information, visit [www.talentplus.com](http://www.talentplus.com) or call 1.800.VARSITY.



FRONT LINE SELECTION AND  
DEVELOPMENT PROCESS

# Quality Selection Process®



The Talent Plus® Quality Selection Process® process is an effective solution that allows your organization to select top performing employees. This proprietary solution can include everything from posting a job through the selection process, hiring and fit considerations.

## Your Road Map to Talent Selection

The Talent Plus Quality Selection Process is based on the study of success. It is a scientifically validated method for assessing an individual's aptitude for performing a job they've possibly never done before, often in a culture in which they've never worked. Our validated selection process ensures that the best talent can be selected for the mutual benefit of your company and your employees.

## Benefits

- + Delivers a consistent process for selecting candidates with the potential to become top performers in their roles to improve business results
- + Provides an efficient and effective selection process, minimizing cost and time to fill positions, while maximizing value for your organization

## Outcomes

- + More efficient application process for hiring managers and applicants
- + Decreased turnover
- + Selection of recommended employees who out-perform existing employees

## Process

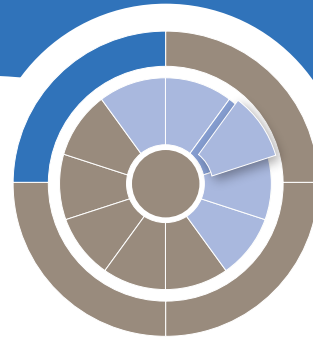
- + Partner with your organization to determine and agree upon criteria for project success
- + Analyze your organization's current selection process to gain a foundation of insight and understanding
- + Develop a customized selection process for your organization based on discovered needs
- + Conduct training to educate your leadership on the new selection process
- + Implement the new selection process
- + Assess ROI based on criteria established for project success

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## FRONT LINE SELECTION AND DEVELOPMENT PROCESS

# Front Line Development



The Talent Plus Front Line Development process provides your organization with the framework to maximize front-line employee performance by assessing their strengths, and providing automated feedback and education on strength development.

### Your Road Map to Front Line Development

Talent Plus' proprietary series of development programs is designed to maximize associate growth potential at every level. Our Front Line Development process includes products and services for performance tracking, biography management, goal alignment and career development plans.

### Benefits

- + Provides your front line employees with knowledge of their strengths and how to leverage those strengths to be more productive and meet organizational goals

### Outcomes

- + Increased retention of top performers
- + Larger talent pool for future succession planning
- + Improved performance metrics

### Process

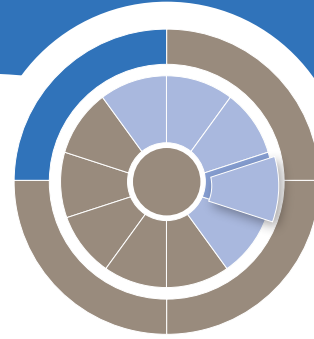
- + Partner with your organization to determine and agree upon criteria for project success
- + Conduct talent interviews to identify your employees' strengths, weaknesses and potential
- + Deliver feedback from talent interviews and assessments regarding your employees' strengths, weaknesses and potential
- + Provide individual strength-based education for your employees based upon the results of their talent interviews and assessments
- + Assess ROI based on criteria established for project success

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## FRONT LINE SELECTION AND DEVELOPMENT PROCESS

# Opening a New Location



The Talent Plus process for Opening a New Location provides your organization with a strategic talent management plan for opening a new location, ultimately creating a culture focused on strength development and superior business results.

### Your Road Map to Opening a New Location

#### Benefits

- + Leads to development and alignment of your organization's leadership team with your company's mission and values, and intended future state
- + Provides talented individuals in every position in your organization with a potential for excellence

#### Outcomes

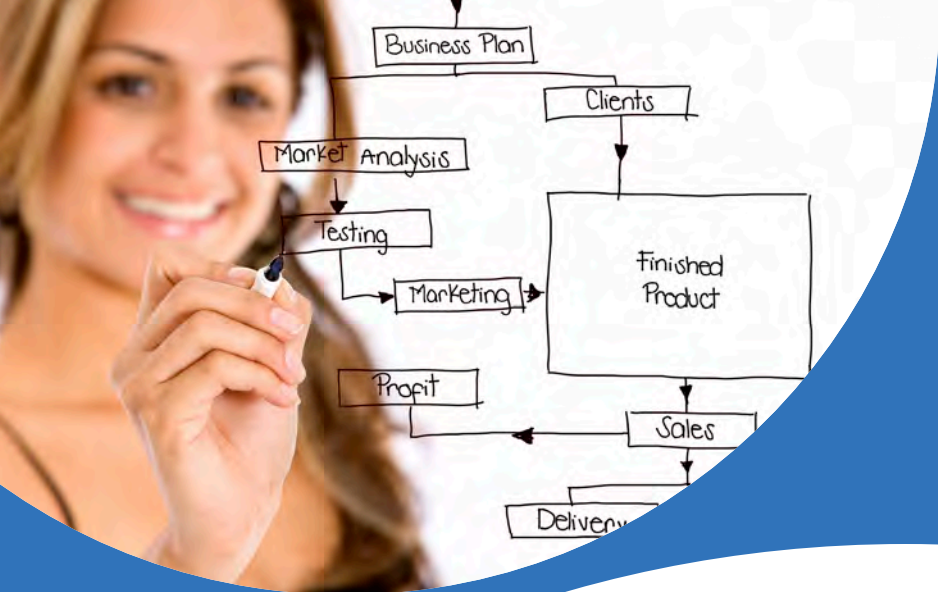
- + Decreased start-up time for a new location
- + Lower initial turnover
- + No need to "overstaff" as much during opening
- + Higher customer satisfaction

### Process

- + Partner with your organization to determine and agree upon criteria for project success
- + Conduct talent interviews of leaders to identify individual strengths, weaknesses, and potential
- + Deliver feedback from interviews and assessments regarding strengths, weaknesses and potential of individuals and teams
- + Implement leadership team development through the identification of team strengths, development action steps, organizational vision and values
- + Execute individual strength-based leadership education
- + Determine opening strategy by defining employee selection and engagement processes
- + Assess ROI based on criteria established for project success

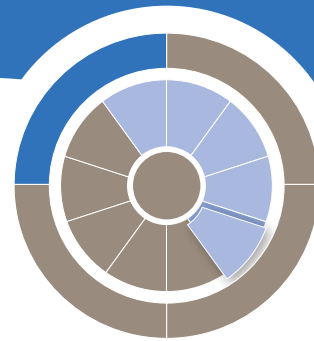
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FRONT LINE SELECTION AND  
DEVELOPMENT PROCESS

# Organizational Effectiveness



The Talent Plus® process for Organizational Effectiveness provides your organization with strategies to develop its mission, vision and values, and to create talent-based strategies for the selection, development and retention of employees.

## Your Road Map to Organizational Effectiveness

- + Senior Leader Development: Conduct talent interviews to identify individual strengths, weaknesses and potential; Implement leadership team development through the identification of team strengths and develop action steps; Implement strength-based leadership education, individualized coaching and development paths
- + Selection Process: Analyze your organization's current selection process and develop a customized selection process based on discovered needs; Conduct leadership education on the new selection process; Implement the new selection process
- + Employee Engagement: Conduct CultureView® employee engagement survey built across 13 dimensions; Create a customized action plan based on employee engagement results and business needs
- + Manager/Professional Development: Conduct talent interviews to identify individual strengths, weaknesses and potential, and report results; Execute strength-based management education
- + Front Line Development: Conduct talent interviews and assessments to identify your employees' strengths, weaknesses and potential; Provide strength-based education based upon the results of talent interviews and assessments

- + Succession and Progression Planning: Conduct a workshop and create an initial plan; Finalize a succession and progression plan that is aligned with your organization

## Benefits

- + Leads to development and alignment of your organization's leadership team with your company's mission, vision and values
- + Provides talented individuals in every position in your organization with potential for excellence

## Outcomes

- + Increased customer satisfaction
- + Decreased turnover
- + Retention of top performers
- + Highly engaged work force

## Process

- + Partner with your organization to determine and agree upon criteria for project success
- + Assess ROI based on criteria established for project success

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