

BUSINESS OUTCOMES



INDUSTRY:

Retail

SOLUTION:

Leadership Assessment

Leadership and Executive Assessment Effectiveness

THE SITUATION

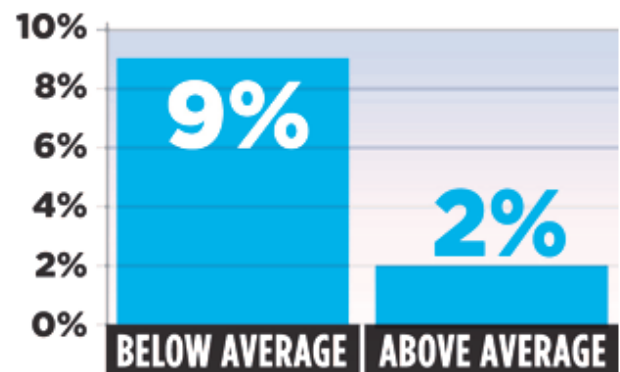
A large American retail company engaged Select International to design and assess the effectiveness of the Leadership and Executive Assessment process currently being used to select and promote leaders across the organization's various divisions.

A criterion-related validation study was conducted for leaders and executives across the organization. This study was conducted to customize and evaluate the performance of the assessment process used for hiring and promoting leaders.

In this study, leaders and executives from the organization's various divisions completed the assessment process which included a battery of tests and an assessor interview. Several metrics that serve as indicators of success were collected for the same individuals.

Promotions

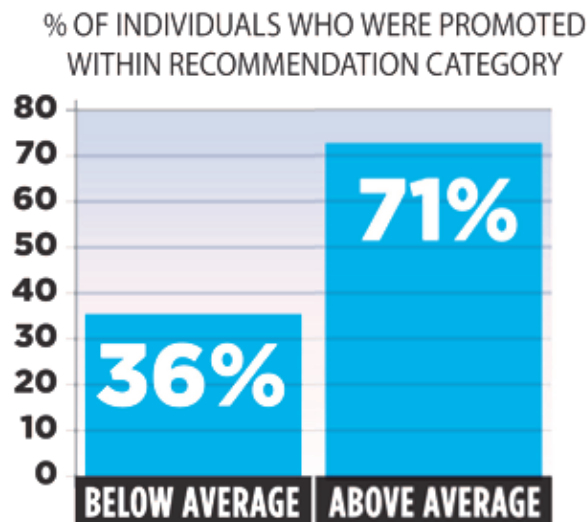
The competencies assessed during the assessment process were all strongly related to promotion status and salary increase. The Overall Assessment Recommendation was also a very strong predictor of promotions and salary increase. Individuals who were rated Above Average were more than two times more likely to be promoted.





Involuntary Turnover

This organization was also interested in examining how the assessment related to Leader and Executive Turnover. Turnover is a complex metric for assessing success. Because highly successful individuals may have more options outside of the organization, voluntary turnover may not be an ideal indicator of success for executives. Thus, Select International examined the frequency of involuntary executive turnover among the assessment recommendations. The involuntary turnover rate for the leaders who were rated as Below Average was 4.5 times higher than those who were rated as Above Average.



CONCLUSION

The Leadership and Executive Assessment process was found to be predictive of several indicators of success for executives across the organization. Leaders who were rated at Below Average were much more likely to be involuntarily terminated, and leaders deemed Above Average were much more likely to be promoted.

For over 20 years, Select International, Inc. has provided superior assessment products and solutions for its clients. Many of the world's largest and most successful organizations trust us with their hiring and retention goals. Whether your company

Select International, Inc.
5700 Corporate Drive, Suite 250
Pittsburgh, PA 15237
800-786-8595
www.selectinternational.com

needs pre-employment screening, personnel evaluation, in-depth leadership assessment or behavioral interviewing, Select International has a solution to meet - *and then exceed* - your needs.