

CMP

Career Management Partners Acquisition – Development – Outplacement

May 2015

Fit For Success?

Personal and Company Success Requires That We Get the "Fit" Right

Greetings From Joe Frodsham President, CMP

At CMP our firm is built upon the understanding that people are unique, and company needs, cultures, and roles are unique. Research, and our experience, have increasingly highlighted that "Fit" matters. In fact, we have found that a candidate who has a 10% better company/role fit will drive measurably higher levels of performance and value. Fit is the foundation that drives our tailored approach to talent acquisition, development and outplacement.



Joe Frodsham

In this May issue, we highlight key practices for achieving fit. The article "7 Best Practices for Implementing Selection Assessments," provides some proven guidelines for leveraging the power of assessment for

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Our Commitment to Professional Standards

At CMP, we subscribe to the code of ethics and professional standards as put forth by the Association of Career Firms International (ACFI), the Association of Career Professionals International (ACPI) and Institute of Career Certification International (ICCI).

selection, promotion, and development. And, the article "5 Stellar Strategies for Recruiting Passive Candidates" highlights key activities that will aid you in casting a wider net and attracting the passive candidates who best fit. We also highlight our new CMP offering - Key Source - which is one way we are helping companies quickly identify and source candidates that fit.

Please reply to me if you have anything to add to the topic, or with your thoughts and feedback.

Have a terrific May.

Best Regards,
Joe Frodsham
President
CMP

At CMP we are committed to the highest levels of integrity and avoiding any conflict of interest.

Southern Methodist University's Human Resource Roundtable has chosen CMP/Lincolnshire as a sponsor.

We are proud to serve as a sponsor of this prestigious organization.



Article: 7 Best Practices for Implementing Selection Assessments

Although interviews are an important part of the recruiting process, we know that interview performance is not generally predictive of performance in the job. Selection assessments can help you determine if your internal or external candidate has the skills, intelligence, and attitude necessary to perform the job. [Read More](#)

Article: 5 Stellar Strategies for Recruiting Passive Candidates

Just because most job candidates are currently employed doesn't mean they are out of reach for recruiters. In fact, of the 79 percent of candidates who are employed, at least 61 percent are open to, and maybe even hopeful for, a change of employer...[Read More](#)

Key Source

As a talent acquisition leader, you have to source great talent in a timely fashion. This is where Remington Search Partners (RSP) can help. Through our *Key Source* candidate generation program, we can quickly provide you with prospective candidates that meet the requirements of the



role.

RSP takes pride in the ability to develop a group of passive candidates or "non lookers" quickly that fit hiring specifications. [Read More](#)



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