

Recruit Support Packages



altris

releasing potential



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At Altris we have been developing talented people for many years. We understand that it is easier to develop talent if the potential is there in the first place and that starts with finding the right people.

We have successfully used our accelerator suite of insights to help coachees to understand their strengths and blockers and now we can use them in a recruitment support service to provide you with the information that helps you to make important recruitment decisions. Get it right and you've got the talent you want, but get it wrong? We know how expensive that can be.

This new suite of products is based on the insights that can be generated through a deep understanding of a potential recruit's thinking, behaviour and motivation.

Our aim is to make it easy for you to get the information that you want on your potential talent, when you want it and in the way that you want it.



Three Tiers of Support

We know that you don't want to go through the same effort and incur the same costs for every candidate. We know you believe that picking the right leaders is worth extra investment and we also know that many of your problems come from more junior staff where traditional recruitment approaches are being used.

We know that it's very easy for a candidate to look good on paper and to put on a good interview face. We know that your managers might not be as skilled in recruitment as you'd like them to be. We all know that often the issues with a candidate come up after their first 90 days or that it turns out that the boss who wanted them can't work with them or get the best from them.

Our three tiers of support approach recognises these potential risks and issues and provides you with options that you can choose to match your needs:

- 1: Baseline support information
- 2: Recruitment of senior managers (Baseline plus!);
- 3: Recruit plus first 90-days coaching support.

Baseline Support Packages

Baseline support gives you a range of easily accessible reports and options built on our experience in interpreting the rich data provided in the Accelerator suite of profiles. It puts a suite of reports and options in your hands without you having to interpret all of the complex information that we have.

The Day 91

Want to take a look at the final candidate before you make an appointment?

Want a little assurance that what's under the surface is what's being conveyed?

Want a quick check that the selecting manager won't bring you a problem in just over 3 months' time?

Our Day 91 report provides you with an insight into the potential strengths and blockers in the candidate's thinking (major tendencies, top 3 strength/blockers and risk levels) along with the behaviours you will see, their motivators, and, of course, any attitudinal issues you need to be aware of. All in a simple and easy to read report. If you'd like to see a sample just ask us.

The Filter

Down to a few candidates on the shortlist and not sure how to narrow them down?

We can run our employability analysis for up to 6 people and give you a simple report that compares the candidates in terms of key reliability factors e.g. respect for rules and property as well as work ethic factors e.g. attitude towards others, self starting, perfectionism and common sense.

Need a Scorecard?

Good recruitment practice pulls together a host of information, not just the insights we provide you. From reference checks and CV reviews there is information that you may want to evaluate in a simple, but comprehensive, scorecard. If you don't have anything in place, we can provide you with a simple checklist.



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Interview Questions

Asking the right question is not just a skill to be learned, it also depends on knowing the right questions to ask. Questions on a candidate's technical knowledge will reveal their learning to date. But what you really want to unearth is whether their attitude lets them down and whether they have learned to manage their blockers. Before you get into the final interview of the preferred client we can review the information that we have and suggest a number of questions to probe specific areas of interest.

Want a Run-Through of the Reports?

If you want the Day 91 report plus a run-through with the talent analyst who reviewed your candidate we will get them on the phone or video conference to answer your questions about what's in the report. It's your choice.

Compatibility Report

Our Compatibility Report takes all the information on the candidate and compares it with their proposed manager. Our simple red, amber, green presentation gives you immediate insight as to whether they will work well together and also bring points of difference when you need that. If the manager hasn't been profiled through our system don't worry, we have an option that includes their insights as part of the package.

Compatibility Discussion

If you want one of our team to take the manager and the newly appointed recruit through the compatibility report, we can do that too.

Team Fit

If you have a team that has already been through our insights, as part of our High Performing Teams programme or as previous recruits, we can update their team behaviours, motivators and team-think graphs for you. You could also consider this as a way to see if the new recruit will fit in with their new colleagues.

Development Debrief

Once the candidate is in the role you probably want them to have a debrief on the information within the reports. The

Development debrief works through the candidate's strengths and weaknesses with a focus on the areas that they may want to work on. A summary report of the key development needs will be provided so that you and their manager can help the candidate put plans in place.

Job Design

Some jobs incur regular churn just because of what they are, because of the market or because they are used as springboards to other roles within your organisation. If you are going to recruit a role regularly we can profile the exact needs of the role making the insights that we provide more relevant to you and your organisation. In addition, the job design surfaces the real measures of success in a role and takes away the possible biases of the managers and selection panel by pinpointing what the job requires.



The Leadership Potential Package

You know that the culture of the organisation and the success of your people is dependent on the managers that you put in place. Past experience as a subject matter expert is no guarantee of management success and past management roles elsewhere don't mean that they will succeed in your environment. Our leadership recruitment support process takes a little more time to work closely with you as you pick your final candidate to ensure that they are right for the role. We take time to explore what you are looking for in a candidate

and the environment that they are coming into before we run our insights and we will provide you with:

- A full suite of Accelerator insights summarised in our 'Leadership Potential' report for easy use by you and your manager. These will also be provided on a flash-drive for the new role holder so he/she has them readily available for future reference.
- A full debrief discussion working through the information on the final candidate giving you the chance to question and understand so that you fully own your final choice.
- A compatibility report with the hiring manager if they have also completed our profiles (and don't worry if they haven't as we can add this for a small fee).
- A debrief of the candidate, focusing on enhancing their self-awareness and where their development needs might be as an individual (if you've created a job design we can tailor that to focus on their needs in the role as well).

The Accelerating New Talent Package

For many years we have been providing on-boarding coaching for new hires going into organisations. This package brings together our accelerated on-boarding coaching programme with the leadership recruitment package to accelerate the success of the new hire into the organisation. We start the minute the recruitment decision has been made and use everything that we have learned in the recruiting process to help your new recruit get their head into the new role in advance of their start date. We work with them to create a first 90-days plan and a series of first month activities and then we will support them as they redefine themselves in their new role.

Support Options

We can issue all of the links to run these insights with one day's notice, but if you want to self-manage your account we can provide you with your unique company recruiting link and e-mail that you issue to your candidate when you are ready to go, putting the control in your hands.

