

AN ENTERPRISE SOLUTION . . .

screening, recruiting, managing, motivating and retaining employees that will build . . .

HIGH PERFORMING ORGANIZATIONS

A STRATEGIC SOLUTION: For Your Enterprise

PPS (Profile Performance System) provides a unique "High Performance Organizations" Model that strategically improves the ability to acquire, organize and understand important information about people: their personalities, behaviors, competencies, their motivation, their potential and their ability to adapt to both your organization and changing workplace expectations.

PPS:

- Defines the optimum combination of behaviors and competencies for your positions, establishing the benchmarks for "high performance"
- Identifies behavioral traits in applicants and employees and provides rich insights into their strengths and performance potential
- Compares candidates' or employees' "traits fit" to correlate against your benchmark job models



OUR VALUE PROPOSITION: How We Help Organizations

PPS's "Building High Performance Organization's" Model is taught to key managers and HR professionals in an executive seminar. This unique model articulates the correlation between personality and performance and creates an internal "corporate language" to define high performance. Our proprietary assessment technology can then be deployed to generate unparalleled insights into job applicants and existing employees. These insights are used to make smarter – and more strategic – decisions when: recruiting, promoting, managing, coaching, creating retention plans and for career development / succession planning initiatives.

STREAMLINED RECRUITMENT

Screen a dozen or a thousand applicants – in minutes – to identify individuals with "high performance potential" for your specific position. Start your interviewing at "the top of the list"... the next day.

REDUCED TURNOVER

By matching an individual's strengths and motivational drives to your job there is an immediate "fit" and satisfaction experienced by the employee. Motivated and satisfied employees seldom leave.

SCALABLE: ENTRY TO EXECUTIVE LEVELS

- Identify the "high performance behaviors" necessary for each level from entry to executive roles – create your benchmark models.
- Compare applicants or existing employees to the benchmark models – understand their future potential.
- Strategically recruit "executive profiles" for entry level positions – build your future leadership bench strength in every department.

MEASURABLY IMPROVED PRODUCTIVITY

- Deploying PPS into every recruitment and promotion decision significantly reduces the likelihood of a "wrong decision" and maximizes the potential for placing a high performance candidate.
- In many roles – where PPS is utilized – i.e. sales / customer service / production – the performance improvements are often immediately visible.



DEFINING YOUR TARGET: Job Performance Pro.file (JPP)

“ as critical talent becomes increasingly scarce, organizations will need to become more effective at hiring, developing and retaining qualified people ”

It is no longer differentiating to include these kinds of generic descriptions in your recruitment advertising “ we need a team player that is highly motivated with well developed communications skills ”....

Serious talent knows you are not really sure what you're aiming at!

JPP helps organizations to quickly - and accurately - define the specific “high performance behaviors” that reflect your job description and organizational culture.

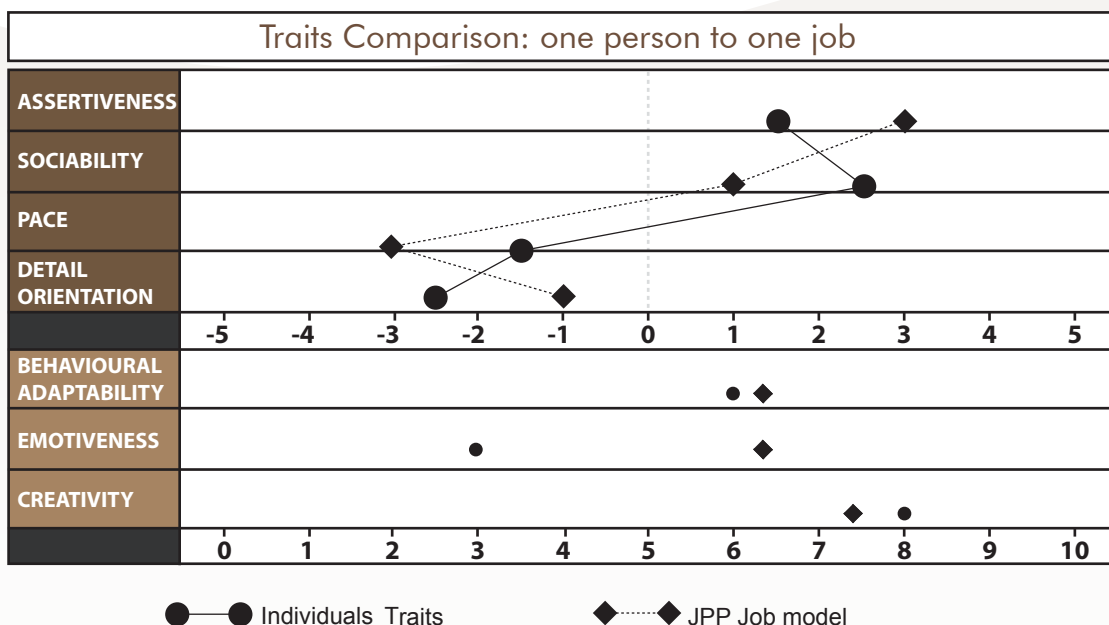
The on-line behaviorally anchored questionnaire can be completed in 20 minutes by a single manager or a small group who are familiar with the position. A sophisticated software analysis synthesizes your choices into a comprehensive, customized four page summary identifying: trait and competency descriptions and performance motivators.



DEFINING PERFORMANCE POTENTIAL: Organizational Performance Pro.file (OPP)

OPP provides executives and managers with comprehensive and wide-ranging insights into personality, behavior, competencies, motivation and performance potential. Individuals complete a 15 minute on-line self-report inventory that identifies the degree and combinations of the same seven key characteristics defined in the JPP (Job Performance Pro.file).

An “auto-compare” feature evaluates an individual’s performance potential – helping organizations to more objectively and scientifically compare an individual’s natural behaviors to those required for a position.



HIGH SPEED, HIGH ACCURACY COMPARISONS OF:
 one person to one job... one person to multiple jobs... multiple people to one job

JPP & OPP define the degree and combination of these seven characteristics and competencies:

Assertiveness The requirement in the job to primarily: lead, follow or facilitate

Sociability A task focused and analytical role - or people oriented and relationship focused, or a bit of both?

Pace Is there on-going multi-tasking and fast paced activities, or a more methodical and systematic approach with a process emphasis?

Detail Orientation Does the job require a high degree of accuracy and "hands-on" activities, or is there more of a "big picture" and delegating requirement for the role?

Behavioral Adaptability To what extent does this position require an individual to interact with a wide range of individuals while modifying their behaviors to efficiently carry out their responsibilities?

Emotiveness The requirement in the role to be sensitive and empathetic versus logical and rational, or some of both.

Creativity Does the job require - and permit - innovativeness and "thinking out of the box", or need a conservative and traditional approach to work activities?

Here's a "byte" from a JPP Report identifying High Performance behaviors in a specific role:

"With a very creative and resourceful approach to work activities, this individual demonstrates inventiveness which often results in productivity improvements. Using curiosity, imaginativeness and ingenuity, this person develops new solutions for problems; they use a questioning and experimentation approach in dealing with issues."



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