

Case Study #1: Human Resources Effectiveness Study

PAIN POINTS

- SIS was hired by a large manufacturing company (“client”) to **asses the potential of the company’s young professionals** (both pink and white collar)
- The client needed to **identify young professionals for promotion** to the managerial level
- The existing tests and methods for identifying high potential managers was **not successful** as at least 25% of those promoted in the age group 21-33 were **not performing well** in the job they were promoted to



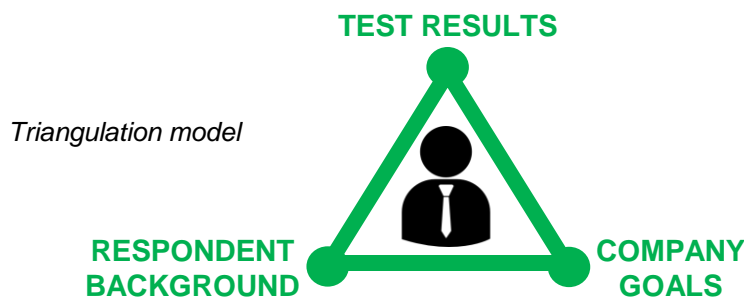
RESEARCH METHODOLOGY

- SIS **interviewed** over N=300 professionals external to the firm as well as N=300 internal staff members, both equally split between pink collar and white collar
- We determined the professionals’ **career aspirations** and benchmarked them vis-à-vis their **existing role** in the company, their **education** and their **desire to be promoted**
- Subsequently, SIS contacted a third party developer who allowed us to use their **new assessment test** for young professionals



FINDINGS

- SIS found that existing testing methods in client’s organization did not have a strong correlation with success
- SIS recommended that the client would **triangulate** the professionals’ information with this new test results and the company’s goals in order to successfully identify high potential young professionals (see illustration)



STRATEGIC DECISIONS MADE

- At our recommendation, the client **brought in the test** and **implemented the new professional development program**
- After 2 years, the success rate of promotion within the firm **improved by 25%**
- The client **gained the retention** of a higher population of young professionals
- This retention rate is still being tracked