



HIGH IMPACT – TOP MANAGEMENT SELECTION

2015

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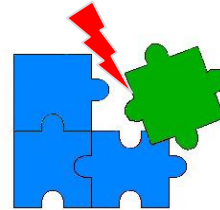
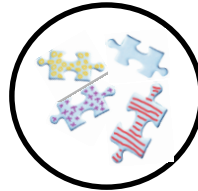
HIGH IMPACT TOP MANAGEMENT SELECTION IS REACHED WITH RIGHT PROFILE DESIGN AND SELECTION PROCESS

PROCESS

NEED to hire a manager

Finding the RIGHT one is difficult

- Executives who fulfill specific requirements are rare
- Hiring mistakes imply high costs



Solution: FOCUS on key success factors

PROFILE design

Search

SELECTION



HI-TOMS FOLLOWS A 3-STEP PROCESS

PROCESS

Target Profile Design

- Activities**
- Understanding of Clients' objectives to design profile that fits for purpose:
 - Objectives of function
 - Key activities
 - Design of specific target profile and related capabilities and skills by Client with support and guidance of EDPE

- End products**
- Structured target profile & detailed capability frame

Search

- Candidate search that fits to the designed profile through
 - Relevant internet portals
 - Relevant magazines and newspapers
 - EDPE database and network

- First list of potential candidates

Selection

- Establishment of contact with candidates via structured phone calls
 - High impact structured assessment interviews (SAI) of selected candidates to analyze fit for purpose (designed target profile and related non functional capabilities)
 - In case of successful SAI, structured assessment interview of functional head of Client organization with interview guidance of EDPE consultant
 - Final evaluation process and proposal of executives to Client
- Proposal of 3 candidates to the Client

EDPE EXPERIENCE, METHODOLOGY AND VALUES ENSURE SUCCESSFUL PROFILE DESIGN AND SELECTION

International Experience & Methodology

- Design of target profiles with specific capabilities
- Development of specific assessment and selection processes
- Evaluations & assessments of over 900 executives active in more than 50 countries



EDPE Values

- **Client Empathy** facilitates profile design
- **Energetic Team Spirit** enables target achievement
- **Performance Excellence** strives for best results





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