

Professional Talent Management & Behavioral Assessment Solutions **Delivered to Your Organization: Experience the Talent Selfie®**

Imagine an environment where you can *virtually* compare interests and abilities to career opportunities and job responsibilities for existing and potential leadership, faculty, or staff. Imagine discovering a solution that uniquely improves career search and fulfillment with metrics that support the decision-making process. We call this **Talent Wiring™**: A High-Touch and validated Science in one integrated cloud-based offering.

Kaye/Bassman International Corporation (KBIC), the leader in executive recruitment, has partnered with iWorkZone to deliver top talent management and behavioral assessment tools to your organization—gain clear insight on your employees at every level by matching their internal wiring and skills to the talent pattern of a certain position, ultimately ensuring a long-term, cultural fit.

This is a *fast* and *efficient* alternative to: Introduction. CV/Resume. Interview. Reference Checks. Decision.

Here's how to get started in just 3 steps:



Three solutions to advance your organizational development success. Here's' how:

- ✓ Define yourself and your current and future employees through the **Talent Selfie® Assessment**:
 - ❖ The Talent Selfie® Assessment tool makes it possible to bring out the best in people so that they can fit dynamically within your organization.
 - ❖ This **internal wiring** tool provides all participating clients with direct access to discover and reflect on your current employees and prospective candidates' innate and inner strengths.
 - ❖ Gain clear insight on **Talent Patterns** before the first interview.
 - ❖ Core science based on **Interests, Personality, and Cognitive success predictors**.

- ✓ Streamline your processes with Kaye/Bassman and a fully automated **Applicant Tracking System**:
 - ❖ **Talent Sourcing**
 - Fully automated applicant tracking system.
 - Positions posted to the major job boards +150 others.
 - Custom career page for Company.
 - Specialized landing page for each executive level or faculty job.

❖ Talent Selection

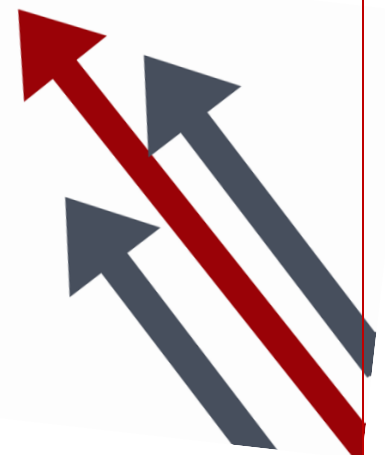
- Talent Selfie® Assessment pinpoints internal Talent Wiring™.
- **Core science** based on Interests, Personality, and Cognitive success predictors.
- Talent Patterns based on existing Top Performers. No “boxed” benchmarking.
- Optional custom **Talent Patterns** derived from U.S. Department of Labor and our data.
- One-page **Matching Report** reveals their match to a job.
- Compare Jobs feature to instantly see where any applicant will fit.
- **ProScreen** reveals applicant’s work ethic, integrity, teamwork, and reliability.
- Cadence Response™ **Employee Engagement Survey** is highly scientific and reliable.
- Reduces time to hire by starting with the highest percentage fit first.
- Integrated background checks.

✓ **Talent Pattern Matching:** Develop a custom **Talent Pattern** to match top performing employees to the right job:

- ❖ Predict success with confidence
- ❖ Our **Talent Selfie®** provides unparalleled insight into how a person thinks and who they really are. This is considered their Talent Wiring™.
- ❖ When you have a **top performer**, they can take their Talent Selfie® to create an accurate metric benchmark. This is not a lab-created theoretical person. It’s who you already know has demonstrated the characteristics you need.
- ❖ Next, when you receive an applicant, you can compare them to your top performer(s). Starting with the best will ensure you long-term, better results.

People are the **heartbeat** of your business. When you have the right tools, you can hire the right people, increase morale, and ignite purpose and productivity. Regardless of the size and scope of the organization, with our proven tools, you will directly improve your organization’s hiring practices that ensure long-term successful placements, boost employee retention and employee satisfaction, and strengthen team building and effective management strategies that are results oriented.

As a value-added service to our engaged clients, Kaye/Bassman’s suite of solutions will give you real-time data you can use for your benefit. Contact us today to get the advantage.



Connect with us: The Kaye/Bassman Academic Medicine Physician & Leadership Practice



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