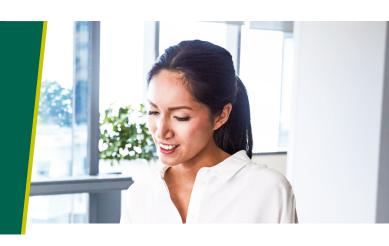# Hire the right managers.

Knowing what to assess – as well as how to assess – is key to hiring the caliber of managers who will drive your teams and business forward.

Create an effective and objective process to identify the right managers by addressing the following issues:

- High cost and business risk of bad hires – organizations expose themselves to significant business risk when recruiting (or promoting) high-performers into management roles, but where the individuals concerned lack the right people management skills. Not only can these individuals perform poorly themselves; they may also cause those they manage to either leave, underperform, or disengage.

- High attrition - in roles that already take a long time to hire for, many employers often risk having higher attrition levels by failing to understand the capabilities a manager needs to have in order to be successful. If this isn't known from the outset, then employers risk hiring the wrong candidates and seeing high levels of attrition as a result.

- Getting the right talent ahead of competitors - employers are already having to compete with other organizations for in-demand skills. However, employers that have data-driven insights into talent markets, and who know what competitive rates of pay look like, will have a competitive edge over those that don't.

Our talent assessment solution provides a fully self-service, 24/7, multidimensional assessment method with automated reporting that:

- Uses best-in-class Success Profiles to provide clear predictions of a candidate's fit to a role—and automatically generates the job description, an interview guide, and the criteria to assess the candidate against (all adjustable).

Benefits

- Access to over 3500 Best-in-Class Success Profiles to help identify what "good" looks like for a specific role, all configurable and customizable to your organizational needs.

- Recruitment that specifically identifies the required skills, competencies, traits, drivers, and abilities the right individual needs to be successful.

- Reduced time-to-hire through a targeted, engaging, and accurate assessment process that identifies the right talent quickly.

- Insights into talent scarcity, time-to-fill, and competitive market rates of pay to help ensure competitiveness during the recruitment process.

- Automated reporting that requires no manual intervention

- Has the capability to integrate with your applicant tracking system (ATS) and Human Resources Information System (HRIS)*.

- Provides talent scarcity data and typical time to fill for specific roles.

- Allows use of the "best mix" of assessments to enable short, relevant, and candidate-friendly assessments while also giving recruiters a holistic view of each applicant.

- Success Profiles that aren't only for recruitment, but can also be linked to other talent management activities (such as leadership development) and enable employers to have a joined-up talent management process using one, easy-to-use assessment system.

- Provides a self-service approach to setting up the process, complete with configurable, brandable, and intuitive reporting that requires no formal training.

Manager Assessment overview:

What can be measured?

- Competencies.

- Cognitive abilities (numerical, verbal, logical).

- Drivers.

- Traits.

What are the outputs?

- Hiring Manager Report.

- On-screen results including fit score.

- Dynamic Interview Guide.

- Participant Feedback Report.

- Talent Grid Extract (for data analysis and easy screening).

"The cost of replacing a manager within 6-12 months of their hire is 2.3 times the person's annual salary."

Supporting a positive candidate experience:

- Gives the candidate an insight** into the role or organizational culture.

- Provides a transparent and diversity-friendly process.

- Gives every candidate a chance to showcase his or her potential.

- Aligns your approach to your employer and consumer brand.

- Offers all candidates valuable feedback, regardless of the application outcome.

* Subject to technical feasibility

**Situational Judgment Test available.

About Korn Ferry

Korn Ferry is a global organizational consulting firm. We help clients synchronize strategy and talent to drive superior performance. We work with organizations to design their structures, roles, and responsibilities. We help them hire the right people to bring their strategy to life. And we advise them on how to reward, develop, and motivate their people.