



Recruit the right people for the right jobs



CareerHarmony System Helps International Distribution Company Identify Top Performers for Special Assignment

In 2003, a major global distribution company embarked on a groundbreaking five-year “school feeding” sponsorship project with the United Nations World Food Program. In addition to contributing substantial financial support, the company committed to providing its staff for temporary placement to developing countries. Selected employees would use their logistics expertise to assist with food growth, distribution and planning.

The company employs approximately 150,000 people in 60 countries, all of whom, from the mailroom to the boardroom, were to be given the opportunity to apply for temporary placement to the UN program.

Each temporary placement would last for three months.

Challenges

Working on the program would be physically and mentally tough. The effectiveness of the program and the company’s reputation could be severely damaged if the selected employees did not cope with the conditions and deliver outstanding professional performances.

A high volume of employee applications was expected from locations around the world. The company needed a recruitment partner who could offer an innovative, robust, web-based solution capable of identifying the most suitable people.

What the Customer Has to Say

The distribution company's **Corporate Communication Manager** said of the application process:

"We are very happy with the results. More than 750 of our people applied for the UN program. We needed an effective way of screening out large numbers of applicants while ensuring that we identified those who would be most suitable.

The assignments for which people were applying would not be holidays.

On the contrary, they would be physically and emotionally tough. It was crucial that we selected people that could not only cope, but who we could confidently expect to excel.

The solution provided by Manpower and CareerHarmony has allowed us to achieve this without investing hundreds of management hours dealing with interviews and paperwork."

Solution

The distribution company selected Manpower as a recruitment partner. Manpower, in turn, marshaled the power of the CareerHarmony Assessment Management System to provide a solution capable of effectively meeting all of the client's requirements.

The CareerHarmony Assessment Management System's web-based, multilingual platform proved to be especially efficient when high volumes of candidates were to be screened and assessed globally.

- **The screening solution (TalentScreen):** Each applicant initially completed a customized prescreening session incorporating self-assessment, a detailed application form, and a motivational questionnaire.
- Of the initial 750 applicants, 120 were selected to go on to the next stage.
- **The in-depth assessment solution (TalentAssess):** The 120 selected applicants then completed an in-depth psychometric assessment.

Results and Benefits

The distribution company successfully completed the application and selection process within the time frame for the first year of the UN's five-year program.

- Of the 750 employees that applied, 40 were selected.
- Effective prescreening eliminated unsuitable candidates early in the process, saving operational time and costs.
- Most qualified candidates and high performers were identified.
- Assessments effectively identified candidates who were suitable for the special and specific challenges of the job.



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