

Effective Personnel Selection

Having the wrong person in the wrong position costs time, money, organizational effectiveness and nerves. Having the right person for a position/ function is a win-win situation for all, which will bear fruit for many years to come.

systemics ● **lean™ Profile** helps you to decide on the core competencies, that are central to success in the position/function in question.

The systemics ● **lean™ Interview**, developed on the basis of the position-specific necessary core competencies, generally requires under 45 minutes administration time. It cross-validates several times the skills/competencies your candidate claims to offer with the skills demanded by the position. The interviewer knows exactly what to ask and what each question/task will verify.

systemics ● **lean™ Profile** and systemics ● **lean™ Interview** build a transparent unit, that gives you security. We can:

- carry out such interviews for you, or
- train an individual/a small group from your staff to use this method, and then
- help you/your staff to further develop the systemics ● **lean™ Interview** skills and the resulting decision-making over a 3 month period.

efficient and effective