

Talent Assessment Solutions

Client Success Story Series #6



Management Trainee Program

Refocusing an MT assessment programme for better results.

● The Client Challenge

A leading MNC brand in the chemical industry had to improve its selection process for the thousands of management trainee (MT) applicants it attracts each year. While MT performance seemed positive, high turnover of this key talent was becoming a costly problem.

● Our Solution

Working alongside HR, our quick background research confirmed good MT performance and identified key issues behind turnover. With these fresh insights, we updated the MT success profile and add 'survival factors' linked to the client's unique situation.

Based on the refined success profile, new screening tools were added, and the final MT Assessment Centre (AC) was redesigned.

New guidelines were given to the recruiting team, adverts were modified, and HR and Line Managers received refresher training in behavioural assessment.

Finally, our business psychologists provided expert on-site support in the first of the new ACs.

● Outcomes



Attracted more of the right quality candidates who were likely to perform and to stay.



Created a systematic, end-to-end assessment process, aligned with the current realities of the job.



The new assessment programme gave managers 300% more data points on each AC candidate, improving decision quality.



Reduced AC staff time by 20%.