

THE CLIENT

An international aerospace company with over 5,000 employees

4

Critical behaviors tested with a custom assessment

"A players" were rated

83%

better on average than "C players"

Call today to talk to a consultant at (440) 337-4700

THE PROBLEM

When it comes to filling critical leadership roles for an industry-leading organization, finding average level talent was not sufficient. They needed a process that was designed to dig deeper than the traditional interview in understanding how well a candidate would fit the organization and be a true leader in the business.

Behavior Measured	"A Players" Average Percentile	"C Players" Average Percentile	Percentage Improved
Results	58	35	65%
Decisive	66	44	50%
Integrity	82	55	49%
Driving Results	61	42	45%
Presence	64	46	39%
Building Trust	59	44	34%

THE SOLUTION

PRADCO collaborated with the organization to develop an executive assessment that spoke to the leadership capabilities that mattered most to them. Every candidate for a major leadership position was interviewed by PRADCO and rated according to key competencies. The organization later classified 36 leaders who were hired for key roles in terms of whether they were making a significant impact ("A Players") a moderate impact ("B Players"), or a minimal impact ("C Players"). Findings showed that leaders who emerged as "A Players" were rated over 83% higher on average by PRADCO consultants at the time of hire on the organization's leadership capabilities in comparison to those who ultimately became "C players". "A Players" scored significantly higher on critical behaviors that embodied the organization's core leadership capabilities.

KEY TAKEAWAYS

- PRADCO spends time understanding your business and can provide customized assessments designed to pick up on the capabilities and competencies most important to your organization.
- When assessing candidates, PRADCO's Executive Assessment process consistently differentiates top talent and helps you make the right hiring decisions.