

Every selection decision you make should be driving more and more excellence into your business.

Or are you:

- Finding yourself amazed at how the person you interviewed turned out to be different in the office?
- Ignoring your gut-feel and living with the consequences?
- Hiring in panic and then spending hours of effort trying to transition the joiner?
- Facing accusations of misrepresenting the role?
- Thinking you were hiring a star only to find them a team-threatening meteor?
- Wondering if the search agents changed the candidate after the CV compilation?

If you are saying yes to any of the above, you are probably losing money in terms of search fees, management time, loss of productivity and, potentially, reputational risk. For example, a business laterally recruiting a partner or director is likely to lose upwards of £50K in search fees for every candidate which fails and leaves within 18 months. A small investment upfront might save you a significant chunk of your HR budget.

When selecting people into your business it is useful to think like a cook. To create the perfect pie you need the right ingredients:

Performance. Do they have the skills and ability to do the job?

Impact. Will they fit in and bring added value through their style and personality?

Experience. Do they bring a track record and experience which will enhance your business?

All too often, these questions are ignored in the face of promised business, big fee potential, a good CV and the agent suggesting you might lose them if you do not move quickly. If due diligence goes out of the door a problem will surely walk in.

deWinton-Williams selection support services can help you avoid the risks of selection. We offer a range of services delivered by chartered business psychologists which include:

- Executive profiling for senior and partner level hires – giving a full profile of the person’s motivations, inner drivers, leadership style, work style and likely behaviours under pressure. We profile, test and report back giving you a full picture of the person and their likely fit with your business
- Assessment centres for full analysis of ability, work performance, personality and potential. Past projects include graduate assessment centres and partner assessment centres
- Design of selection processes – application forms, sifting, interview processes and candidate assessments.
- Training in selection skills such as interviewing and due diligence so that your team can run the process independent of any outside help
- Development of comprehensive briefs for search agents

As well as helping you select the right person to fit your business culture and needs, we then stay by your side to enable smooth transition into the team. See our transition coaching PDF for details.

[Contact us through the contact page on our website or call us on +44 \(0\) 207 372 4997](#)