

# Case Study

PARTNERING

intelligence

## Client Profile

A major U.S. corporation

## Competency-Based Recruiting Strengthens Bottom Line

### Business Issue

At a meeting at headquarters, the company's division president was tasked with a five-year bottom-line target that was a significant increase. At the same time, the company had a top-line growth initiative to grow the business at an exponential rate. The division president could not see how to accomplish the goal.

### The Solution

With the assistance of James Krefft, Ph.D., a key associate of Partnership Continuum, Inc., the firm installed a competency-based selection system. The system facilitates identifying the right person for a position, ensuring a candidate has the skill set appropriate to the organization's strategies and processes.

The solution began with developing a model and building a profile of competencies needed for each new position. The process also included training interviewers in a behavioral-interviewing method that determines if a candidate has mastered the competencies required for a job. Ultimately, the competency-based selection knowledge and technology is transferred to the client company, enabling it to continue conducting its own behavioral interviewing in the future.

### Results

The company accomplished its goal in three years instead of five, and the division president became a corporate officer at the parent company.

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In the twenty-first century, businesses that develop, sustain and profit from partnerships faster and better will attain organizational success. At the core of any successful business are people. After all, businesses don't partner; people do. Developing the partnering intelligence of your people is what we do.

Partnership Continuum, Inc. mobilizes your relationships with employees, customers, suppliers, and even competitors in surprising and rewarding ways. Our unique and innovative programs and products lead to higher productivity and stronger relationships enhancing your partnering capability through building trust, positive exchanges, respectful interactions, beneficial outcomes, future potential, and leadership excellence.

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impact your organization's effectiveness.**

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