

MARS



Custom-made solution development: is it worth it and why bother?

Project Scope: beg Aug 2014 – beg Nov 2014

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Talent Q Russia clients...

25% have built own solutions, 50% are or would like to

MARS



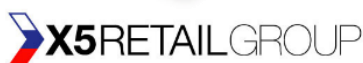
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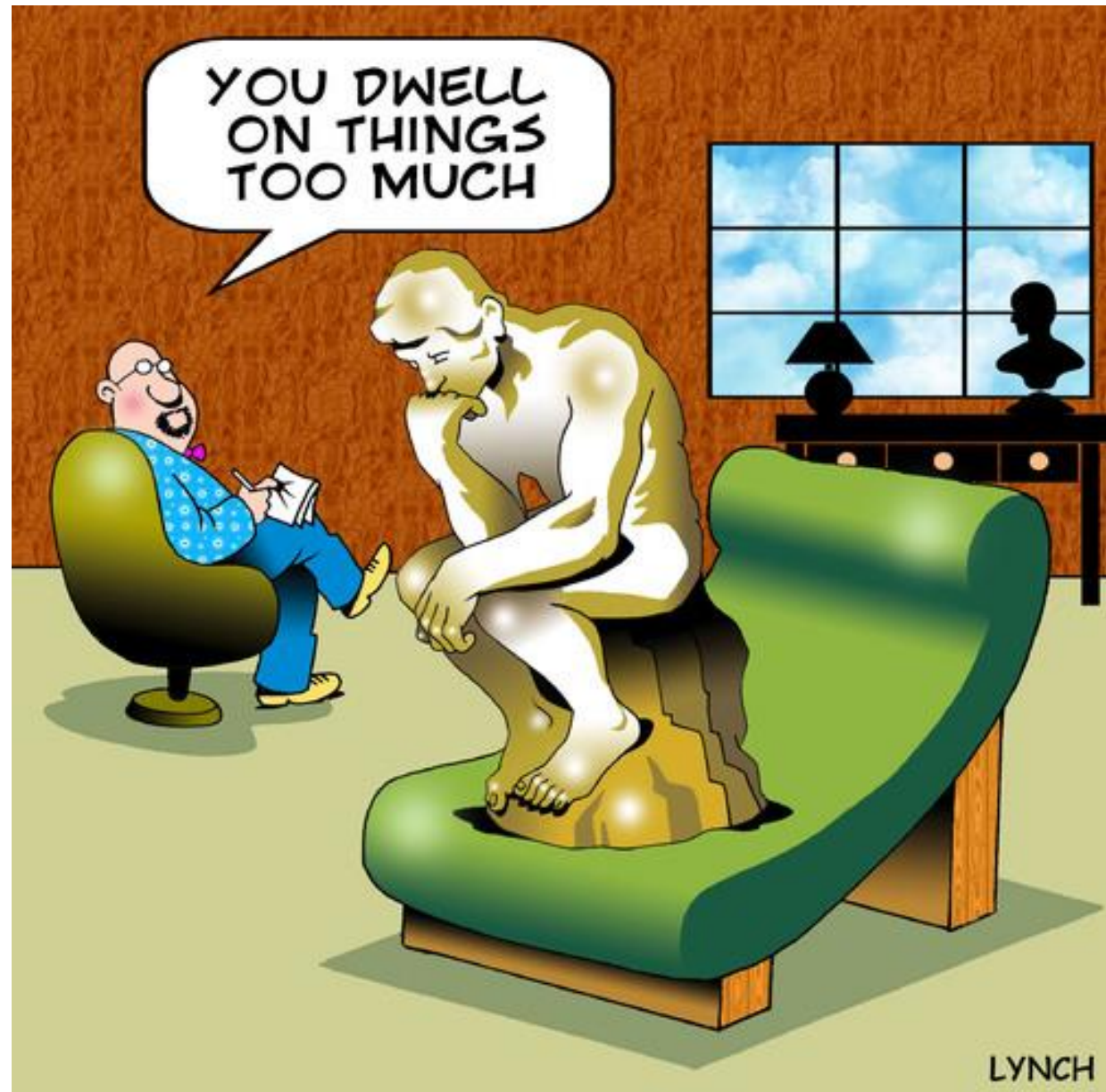
НОРИЛЬСКИЙ НИКЕЛЬ



BRITISH AMERICAN TOBACCO RUSSIA



Building your own...
is it worth it?





PROVIDER SOLUTIONS

Cost of investigating existing market assessment solutions (time + resources)	X
Cost of certification (more personnel will need to be certified in the future)	XX + ongoing
Cost of electronic assessments	XXX + ongoing
Corresponding assessment costs (information sessions for the managers, system upkeep)	ongoing
Possible customisation costs (norm groups, branding)	XXX
Possible integration with ATS costs	XXX
Total:	XXXX

CUSTOM MADE SOLUTIONS – consider 3-5 yrs/longterm

Cost of investigating existing market assessment solutions (time + resources)	X
Cost of certification (more personnel will need to be certified in the future)	incl
Cost of developing the system** + electronic assessments + upkeep	XXX all incl
Associated assessment costs (information sessions for the managers)	incl
Built-in customisation costs (norm groups, branding) PLUS future validation based on incoming data	free
Possible integration with ATS costs PLUS continuous service & IT improvement	incl
Total:	XXX

** - NB!!!! – with custom made solutions you Must investigate the actual need when creating tests & carrying out job analysis studies, potentially uncovering blind spots



Hopes & Fears

Comparison to the market:



With internal norm groups there might not be a good benchmark with regards to changing market trends BUT calibration lies with successful candidates + validation

Costs & resources involved is key (allow some leeway for testing period):



Allocate proper resources to oversee the development of both the IT and R&D part + existing infrastructure BUT more flexibility re cost & upkeep lies with the company

Consider office politics



Regional vs head office – are tasks perceived with equal level of difficulty BUT freedom in customisation

Pilot

- External - 60%
- Internal - 40%

Attraction campaign

- Extra resources for attraction campaign (HR, PR, EVP)

Timeline

- 1-2 weeks attract
- 1 week assessments
- 1 week feedbacks

Completions: 200+ – numerical & verbal (internal external candidates)



Leadership program assessments

- Numerical capabilities

Time required - 20 min

35 questions total

- Verbal capabilities

Time required - 20 min

40 questions total

* - test tasks R&D based on meticulous job analysis

Testing* via

- Custom-made online system

Comparison against

- 1 norm group*

Inclusive of both grad and managerial scores
(temp norm group)

**will be split in two once the amount of completions is reached*



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