



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

Project Scope: beg Aug 2014 – beg Nov 2014 Katerina Rodyunina, Business Development Director

Talent Q Russia clients... 25% have built own solutions, 50% are or would like to ГРУППА КОМПАНИЙ «ВОЛГА-ДНЕПР» MARS Банк Москвы связной NUTRICIA Волга 🖽 Днепр МТС Банк **ГАЗПРОМБАНК** МегаФон мтс **VTB** Capital Ростелеком МОСКОВСКАЯ CBESA M оператор связи Больше возможностей БИРЖА Всегда рядом ^E втб24 АКЦИОНЕРНАЯ. ФИНАНСОВАЯ КОРПОРАЦИЯ СИСТЕМА F **ВОЗРОЖ** ДЕНИЕ ингосстрах БАНК PUELDEELPH Natur Ingosstrakh БАНК, КОТОРЫЙ ВСЕГДА С ТОБОЙ Produkt KASPERSKY **акс**и JeT. 🛟 METINVEST Vali syngenta Альфа · Банк onninen ПГАЗ РУСФИНАНС БАНК Fogeúng ACARD СТРАХОВАЯ ГРУППА POCATOM **R**CARTON IBS BRITISH AMERICAN НОРИЛЬСКИЙ НИКЕЛЬ media Товассо RUSSIA РУССКИЙАЛКО PEPSICO DR.REDDY'S **X5**RETAILGROUP Abbott RESEARCH. HOPE A Promise for Life B/S/H/ Kimberly-Clark (T) SAIN SANOFI SKOLKOVO PEHOBA



Building your own...

is it worth it?





PROVIDER SOLUTIONS

Cost of investigating existing market assessment solutions (time + resources)	Х
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)	Х
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
Assosiated 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



- 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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