

SOLUTIONS.

Penmac[®]
WE PLACE PEOPLE FIRST

Mason Duchatschek
(417) 616-6357 • mason@penmac.com

What problems can we solve for you?

1 MISMATCHED EMPLOYEES AND JOB REQUIREMENTS WASTE RESOURCES.

Employee potential is limited and staff gets driven away because managers don't understand causes of conflict, recognize performance obstacles, or know what to do about them.

2 MISMATCHED EMPLOYEES AND SUPERVISORS HURT PERFORMANCE.

Companies who understand how to compare an applicant to the job often overlook the match between the applicant and their likely supervisor. This oversight may have huge implications on employee performance and retention.

3 LACK OF INFORMATION LEADS TO BAD HIRES.

Hiring decisions are only as sound as the facts on which they are based. "Gut feel" decisions based on exaggerated resumes and distorted claims on application forms are often mistakes. Companies increase their probability of success when their decisions are based on comparisons to custom behavioral models of success built upon analysis of their top performers.

4 TALENTED EMPLOYEES LEAVE AFTER BEING OVERLOOKED.

Most companies lack a complete inventory of their human capital when internal openings occur. This results in a situation where current employees who match job openings perfectly get overlooked because their talents are not identifiable or manageable in a data-driven system. Talented employees leave prematurely because they don't see where they're likely to fit.

5 PROMOTED EMPLOYEES AREN'T PREPARED FOR THEIR NEW POSITIONS.

Companies usually begin preparing promoted employees AFTER they are promoted. The learning curve for new executives and senior managers is longer (and more expensive) because necessary preparation for the "next step" wasn't identified or completed well in advance or promotional opportunities.

By solving these problems, you will:

- reduce employee turnover • increase sales • improve productivity • reduce fraudulent workers compensation claims
- reduce theft (including time theft, company secrets, etc.) • improve safety • minimize recruiting costs
- protect your employee knowledge base • and more!

What's our approach to solving business problems?

In a nutshell, we help companies address the cause of their problems rather than the effects. Since it's people causing (and solving) business problems, that's where we start...and finish.

The origin of many problems

It's been our experience that problems occur for businesses in the gaps between what jobs require and what people in those jobs bring to them. The larger the gaps, and the more gaps that exist, the greater the frequency and size of the problems businesses are forced to deal with.

Initially, our approach is to prevent gaps with good employee selection and promotion decisions. Additionally, we seek to help close gaps wherever possible by helping management compensate through other means for the identified gaps of their subordinates.

Finally, we seek to provide a technological, web-based infrastructure to support the collection and management of this customized and proprietary information. We encourage you to think of it as a quality control and inventory management system for your current and future talent.

More than skills!

Since you can teach skills, our approach is to help you identify what key jobs require in terms of SPECIFIC attitudes, values, and behaviors. We teach you to match the right people to their jobs. With the right tools (which we use regularly as part of our consulting practice), we help you assess groups of top performers and get specific data identifying "what it takes" for a person to fit in any key position in your company.

Employees: assets or liabilities?

Most individuals can function as either an asset or liability in your company depending on the position they occupy. High performance and employee longevity is achieved largely by making the "intangibles" into tangibles and then using that knowledge to help determine good and bad job fits.

Keeping productive employees

Once you've got the right people in the right positions, performing at a high level, you'll obviously want to keep them. Solving employee turnover problems isn't that complicated either. People are much less likely to leave positions that allow them to come to work every day and be themselves. They achieve success largely because their job fit ensures it.

How do we do it?

1 STEP ONE

We take “inventory” of strengths and weaknesses for each of your employees by identifying their suitability to perform different jobs within your company. “Inventory” is taken by administering a powerful and incredibly thorough behavioral assessment to each employee.

2 STEP TWO

We ask you to list key positions in your company and identify the top performers in each of them. For each position where at least 10-15 top performers have been identified, we will compile the statistical data from the top performers you specify and create a “custom process pattern” to be loaded onto an electronic database system. This system can then be used to aid in future decisions regarding employee development, management, and promotions in addition to decisions regarding hiring. Think of it as a web-based inventory management system for your human resources. For positions where fewer than 10-15 top performers can be designated, an alternative data gathering method is used.

3 STEP THREE

Learn to identify, develop and retain top performers efficiently and cost effectively. Schedule dates for use to provide “train the trainer” or “train the staff” sessions (1.5-2.5 hours in length) where the following information will be taught and/or reinforced:

1. Section and promotion strategies
2. Career path planning approaches
3. Team building and conflict resolution techniques

Value Proposition 1

The behavioral assessment is administered to each current employee at **no charge** (regularly \$60 per person).

Value Proposition 2

An “Inventory Management System” for selecting, developing and managing your talented employees is created specially for you on the Internet at **no charge**. It includes custom computer programming required to load the “custom success patterns” created from your employees’ data to assist you in future hiring, employee development, promotions, and conflict resolution at **no charge**.

Value Proposition 3

Regardless of where you are located, we will send our consultants to your location to perform training on site.

Project Management Task List

- Email instructions and scoring link to employees

- Submit job titles and top performer list for **key positions** to Penmac

- Notify Penmac that assessments are complete

- Establish training dates for management: _____ and for administrators: _____

- Set pre-employment testing launch date: _____