

Select Your Best-Fit Candidate With Widened Insights.

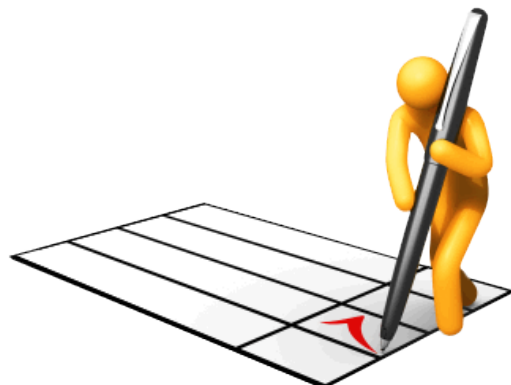


DEVELOPING LEADERS • OPTIMISING PERFORMANCE

Selection Capabilities

Quickly, reliably and easily identifying best-fit candidates is a critical step in reducing hiring costs and improving your organisation's performance and success.

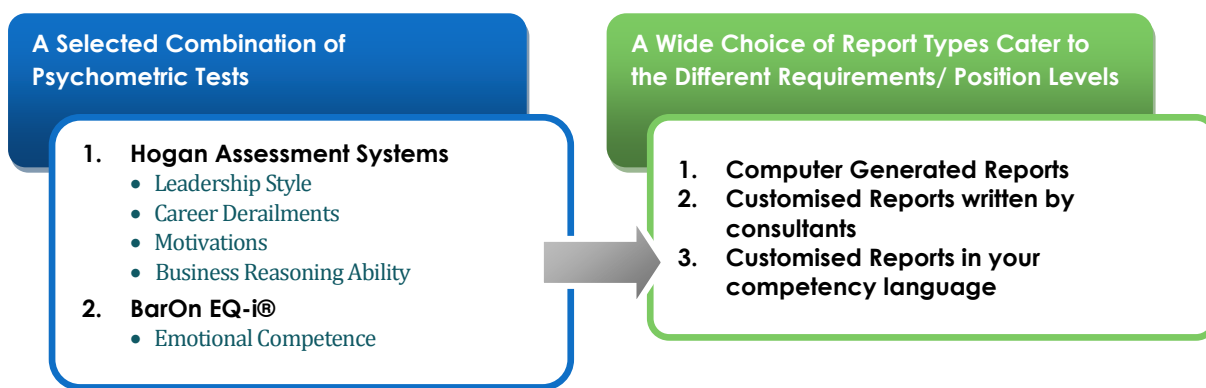
OPTIMAL's comprehensive tools and systems take the strain out of the selection process and help you choose the right people for your business effectively.



1. SELECTION REPORTS

Aligning employee selection with changing business needs

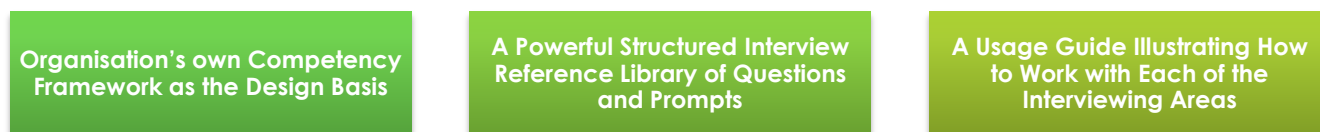
OPTIMAL offers a full range of validated, business-related assessment tools to enhance your selection process and to ensure an optimal job match. They are suitable for **Entry Level to Middle Management Selection** and **Middle Management to Senior Management Selection**.



2. COMPETENCY-BASED INTERVIEW (CBI) TOOL KIT

Making the selection process an effective and successful investment of time, money and expertise

OPTIMAL develops a highly flexible range of interview guides that allow organisations to focus on the competencies that are of specific importance to them during selection and development interviews.



3. COMPETENCY-BASED INTERVIEW TRAINING FOR INTERVIEWERS

Assessing candidates with greater accuracy, objectivity and consistency

OPTIMAL conducts a two-day training designed to equip interviewers with necessary theoretical and practical information of selection processes using CBI. The training guides the interviewers through the critical steps of preparing for, conducting, and evaluating competency-based interviews. It increases interviewer's confidence, efficiency, accuracy and defensibility while improving the fit of new hires within your organisation's culture.



For further information, please contact the office nearest you

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