

# Talent Selection

## Consulting Services



Leadership is about making other peoples' lives better. The team at Winsborough are dedicated to improving leadership at all levels to ensure good days for all our people.

The cost of a bad hire is estimated at 30% of the first year's salary<sup>1</sup>. We've used science and research to create tailored packages to ensure you get the insights you need to make the right decisions for the future of your organisation.

### The packages below all include:

The **Manager Select Solution** includes a comprehensive suite of personality and cognitive assessments:

- > Detailed evaluations of personality styles to help you know what to expect when people are at their best and under pressure.
- > Core values and drivers so you know what motivates your people and the shape of the culture they will create in their teams.
- > An evaluation of fluid intelligence to determine how your people solve complex problems.
- > An in-depth 30 min discussion with you and the Hiring Panel to explore the person's fit within your specific context.
- > A 1 hour feedback for the candidate (\*optional add on for Expert Select). This is a powerful opportunity for the individual to develop their self awareness and clarify key developmental actions to ensure they deliver maximum performance impact.

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Need more information? Contact the Winsborough Team:  
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