

# Talent Selection Overview

## Consulting Services



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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.

### Our Talent Selection packages all include:

- > 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 session for the candidate (\*optional add on for Individual 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.

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.

LEVEL	OVERVIEW
<b>CE and Board Level</b>	<p><b>CE and Board Selection</b></p> <p>A range of options are available to suit your needs. Please contact us to discuss your requirements.</p>
<b>Executive Level</b>	<p><b>Executive Select Solution</b></p> <p>Thorough psychometric assessment including a 90 minute in-depth interview and a detailed leadership report on each of your potential new executives. Perfect for when you'd like an independent, objective evaluation.</p> <p><b>Executive Overview Solution</b></p> <p>Full psychometric assessment and succinct reports, highlighting key strengths and challenges for the role. This package is an ideal complement to a thorough in-house executive selection process.</p>
<b>Leadership Level</b>	<p><b>Leader Select Solution</b></p> <p>The hiring manager's briefing and report in this solution focuses on competencies essential for driving leadership success. This ensures hiring managers quickly understand each candidate's strengths and development areas in relation to the specific role and context. The participant report and feedback session have a clear developmental focus to enable a smooth onboarding.</p>
<b>Individual Contributor and Expert Level</b>	<p><b>Individual Select Solution*</b></p> <p>This cost-effective solution takes the assessment insights into a manager's brief and concise reports for both the hiring manager and the participant. These highlight key performance strengths and development needs to help hiring managers understand how candidates might perform in the role and support the transition of the successful hire. Participant feedback optional add on.</p>

[Call us now to discuss pricing.](#)

#### Notes

1. US Department of Labor statistics.
2. This price list is exclusive of GST.
3. An All Of Government (AOG) price list is available separately.
4. Winsborough can provide modified solutions to meet your specialised needs, such as Succession planning and bespoke Assessment and Development Centres, through to volume screening for entry level roles.
5. Winsborough's assessment solutions are powered by Assessio.