



BE CAREFUL NOT TO LEAVE THE FRONT DOOR TO THE ORGANISATION WIDE OPEN

Fall into the temptation of cutting corners with your selection process, and you don't just jeopardise the 'next generation' of recruits to your organisation; there are wider repercussions for your organisation as a whole.

By contrast, get it right – and the positive impacts are both immediate and far-reaching.

There's more to effective selection than meets the eye. It isn't *just* about ensuring you've identified the skillsets and mindsets to create the right 'match' for your organisation. You also need to create an *experience* that works for all – for those both applying and assessing – *and* for those orchestrating the whole selection process.

Trust Irving & Irving Associates to transform your selection process and success, and your in-house capacity to *keep* achieving such success. Innovatively, mindfully, strategically.

“Irving & Irving Associates have been central to the success we’ve achieved in transforming our approach to assessment and selection. The quality of the bespoke solution we have is testimony to your creativity and keenness to challenge our thinking.”

Project Lead, National Resourcing Strategy

Creating immediate, sustained and far-reaching impacts

The tangible business benefits we have delivered to our clients to date include:

- Significantly contributing to a £2m saving from reduced attrition
- 82% reduction in recruitment costs
- Improving the ratio of successful candidates from 1 in 4 to 1 in 2

NB: We believe the greatest benefits we bring are intangible and lasting.

Designing a powerful end-to-end process

Whatever the client’s needs, we make sure our solution is grounded in a sufficiently thorough and deep understanding of:

- Organisational values and goals
- Individual candidates’ strengths and aspirations
- Internal dynamics, hidden blocks and any relevant issues

NB: Any solution must be built to last, and be sufficiently robust and adaptable.

Inspiring, engaging and equipping your in-house team

Well-motivated and skilled assessors are fundamental to the success of any selection or assessment process.

- As well as providing practical tools, we help build self-awareness
- Our Assessor Training is cleverly configured in three flexible modules
- It means we can ensure staff have the personal skills to assess fairly and effectively - and truly ‘get’ the value of the process and their own role.

If you are interested in transforming your in-house capacity to ATTRACT the right new recruits into your organisation, contact Irving & Irving Associates today.

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