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THERE'S NO SUCH THING AS THE 'PERFECT CANDIDATE'

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Clinical and Organisational Psychologist

What do you do?

I support Rialto Consultancy clients with C-level appointments. Our clients are anxious to minimize the risk of a 'failed hire' and they see the logic of using someone with my skills and experience to do just that.

How do companies view recruiting?

The tasks of recruitment and retention are a constant in organisational life. Many of our clients recognise the importance of recruiting and retaining the best possible talent as a way to achieve and maintain competitive advantage.

Sadly, some organisations only come to realize the importance of a sophisticated approach to selection and 'on boarding' after suffering the financially costly, and emotional bruising, experience of a failed hire at senior level.

How do you decide who is right for a job?

Everyone appreciates how important it is to appoint the 'right' person. Given this, there is a recognition of the importance of not making selection decisions based solely on track record but also on a 'fit' of values, leadership style and personality. Someone once said: 'People are hired for their track record, sacked because of their personality'. My job is to minimise this risk.

Is there such a thing as the perfect candidate?

No – there isn't a perfect candidate. But once understood, imperfections can be managed and people can be developed. The demand for a planned and well-executed 'first 100-days' coaching process is growing rapidly. Executive search firms can no longer just leave new appointments 'at the front door' and expect them to survive and thrive. Organisations cannot expect new hires to make an immediate impact without the right support in their 'first 100 days'. Indeed, the opposite is true, many people are at their most vulnerable in their first six months in a new job, most likely to struggle to engage and be at their best.

Recruitment is a costly business in so many ways, so if we can help clients to nurture and retain existing employees we are saving money and reducing risk in the long run.

Why do some hires fail?

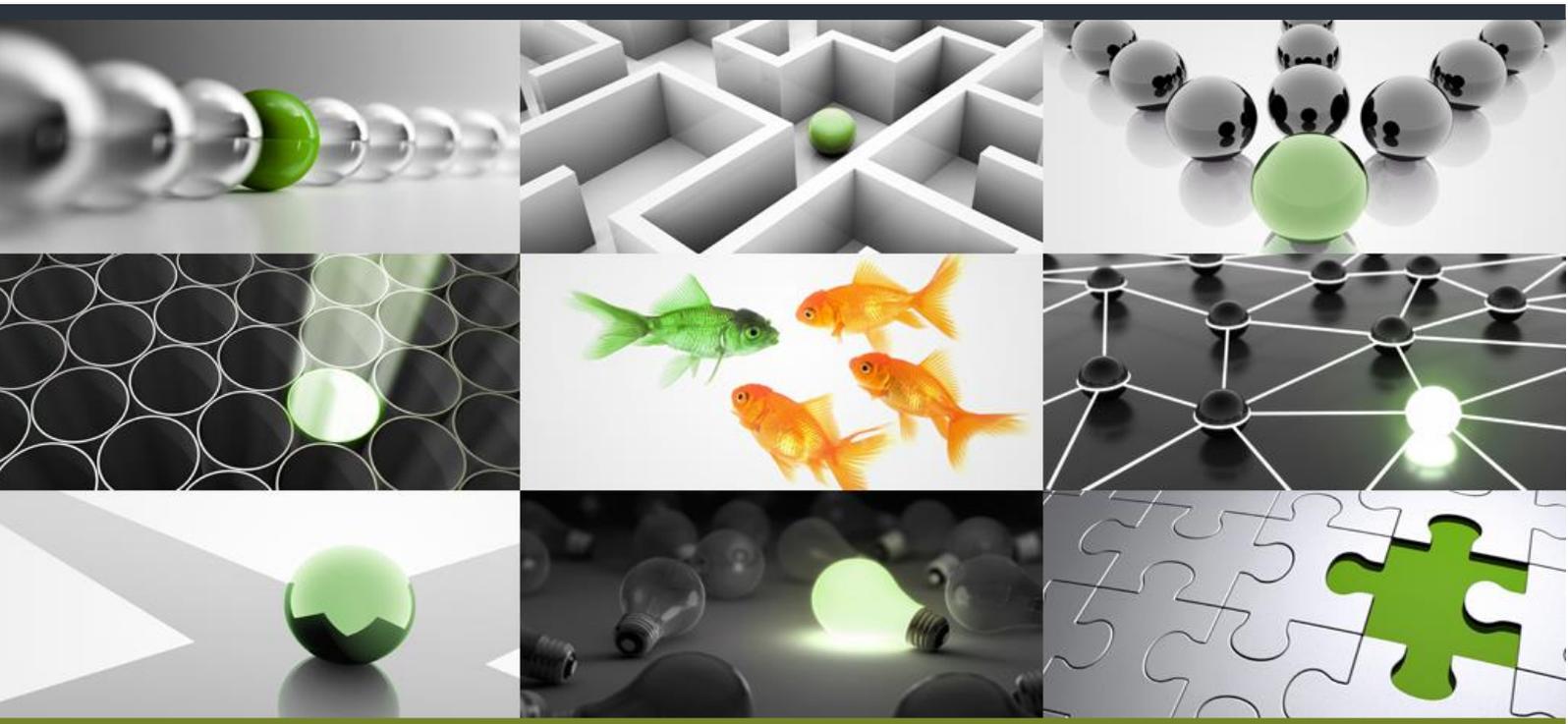
The employee-employer relationship is, in many ways, the same as any other. Typically if it fails, it's often due to a mismatch of expectations. This then leads to disappointment and, I sometimes, a sense of betrayal on both sides. At this stage getting relationships 'back on track' can be difficult and time consuming.

We help our clients to optimally manage this matching process and mitigate known risks.

For further information about our Executive Assessment solutions please contact Richard Chiumento or Francesca Grogan on 020 33043 8640

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