



PRISM

RECRUITING THE BEST

The Challenge

The client, a very exclusive London-based hospitality organisation, wanted assistance to recruit a new Chief Executive. The client was seeking an approach that matched their specific work environment and the organisational context. The successful candidate had to be able to engage with clients with authenticity and professionalism whilst building a first-class infrastructure to support customer requirements.

The Methodology

PRISM Talent Finder was chosen as the tool to support selection from a long-list of candidates and to help frame the interview's key lines of inquiry.

Working with the client, [Outhentic Consulting](#) conducted a series of interviews with both board members and some of the organisation's clients. This information was used to identify what excellence in the role looked like and mapped to a Talent Finder job benchmark. To ensure consistency this job benchmark was reviewed against a similar one created for the Chief Executive post some 6 years ago; discrepancies were highlighted and discussed to ensure the new benchmark reflected the changing role of the new Chief Executive.

Initially the candidates were screened by a panel of assessors and scored against eligibility criteria. They were all sent a link to complete the *PRISM* Talent Finder questionnaires.

The selection process was in two stages. Firstly, the candidates were asked to respond to and present on a series of case studies and secondly participate in an exploratory panel interview. This interview process was designed to test the candidate's experience and their ability to modify critical behaviours identified from the *PRISM* Talent Finder job benchmark.

The shortlisted candidates were invited back to a final interview with a new panel, who explored in detail the vision for the future that the interviewee held for the organisation and their approach to delivery.

In order to maintain objectivity, the Talent Finder variation scores were not revealed to the interviewing panels until after the interviews. Subsequent reviews of the variation scores showed that their first choice also had the lowest variation score from the TF Benchmark Profile.

The Result

The organisation appointed an outstanding candidate – whose experience and track-record was second-to-none.

PRISM Talent☆Finder

The online recruitment solution for the 21st Century

www.prismtalentfinder.com info@prismtalentfinder.com

+44 (0) 1892 535432