



OPAL

Organisational Performance And Loyalty Program



**Team Member
Assimilation**

**'protect your
most valuable
asset'**

competent committed people



ARDUS
ardus consulting group

TEAM MEMBER

Summary

'turnover - new recruits are the highest at risk group'



BEYOND RECRUITMENT - RETENTION RISK MANAGEMENT

New recruits are the highest 'at risk' group in terms of turnover.

Ardus goes beyond the initial recruitment and selection process offering a new employee assimilation service post commencement using the WRDI™ multi-purpose, relationship management survey tool.

The direct and indirect costs of replacing new recruits who resign prematurely (even after the initial 3 months of employment), results in a 'no win' outcome for all parties - the recruiter, the employer, and the new recruit.

Managing recruitment during the initial 3 months of employment is critical. It is during the initial period where issues of adaptation and concern for either party are likely to emerge. This period provides an opportunity to assess the new recruit's 'fit' with the job and the organisation.

The WRDI™ Survey:

- Has diagnostic capabilities;
- Is designed on a research validated model of the Psychological contract (or employee / employee relationship);
- Incorporates rigorous psychometric properties; and
- Includes 90 items and requires around 20 minutes to complete.

Features of the WRDI™ Survey include:

- On-line capability (i.e., questionnaire administration scoring validity check, and reporting); and
- Immediate generation and download of individually tailored comprehensive reports.

ASSIMILATION

THE POST RECRUITMENT ASSESSMENT (PRA) REPORT

Serves as a vital analytical tool in managing and protecting one of an organisation's most important assets - the relationship with your people. The PRA Report includes 3 profiles:

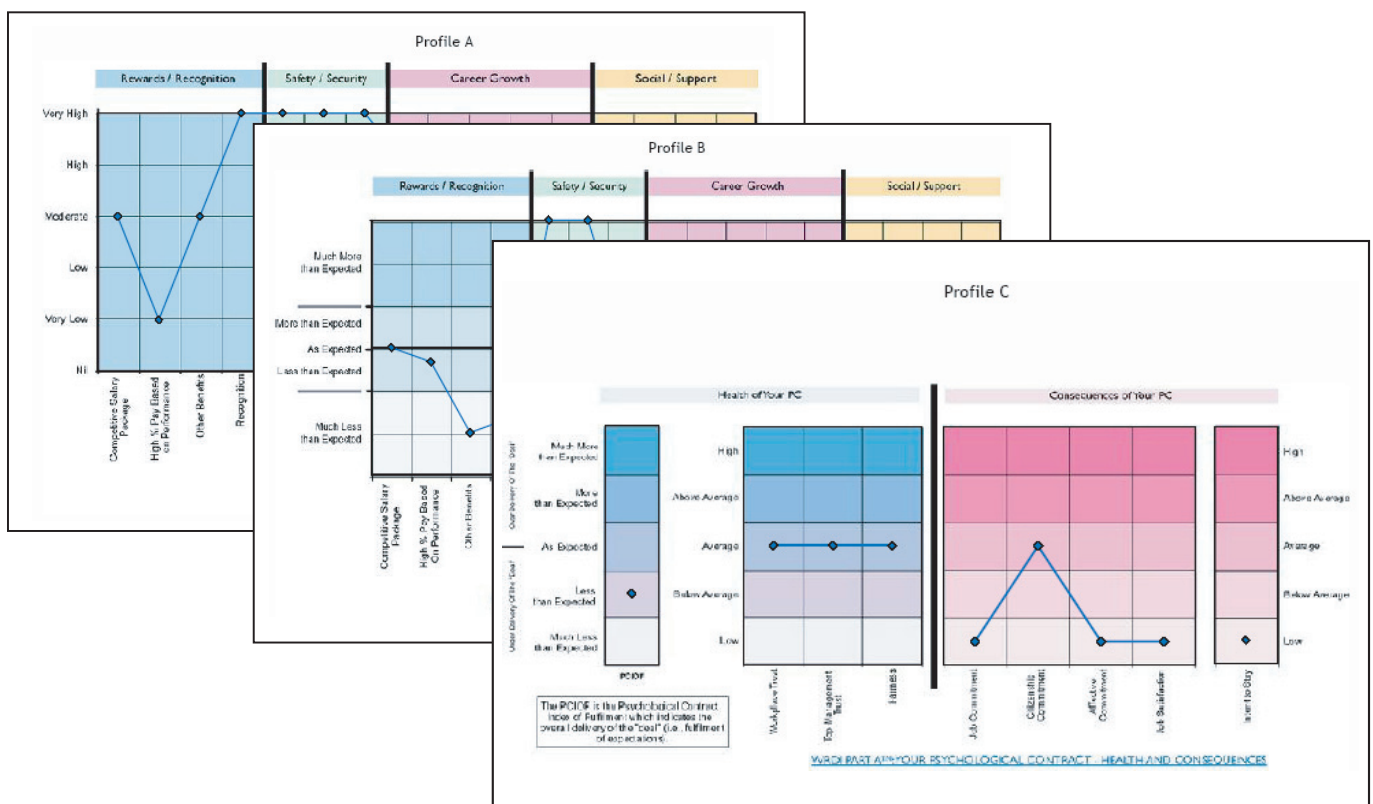
Profile A: Extent of the New Recruit's Expectations;

Profile B: Weighted Fulfillment of the New Recruit's Expectations; and

Profile C: Health & Consequences of the Psychological Contract.

Summary

'vital analytical tool'





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'enhances alignment retention & improves productivity'

BENEFITS OF TEAM MEMBER ASSIMILATION:

Surveying new recruits, generation of their PRA Report and conducting an independent face-to-face debrief:

- Enhances adaptation and alignment to the job and organisation;
- Adds structure, discipline and objectivity to the 3 month review;
- Isolates areas of concern by both parties;
- Serves as a basis for healthy dialogue between the new recruit and their manager;
- Provides targeted interventions for both parties to address any perceived deficits;
- Reduces the possibility of their premature "drop out"; and
- Enhances their retention and improves productivity.



Ardus Consulting Group Pty Ltd is an accredited licensee of the WRDI™



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