



PI + PI = PI

HR CONSULTING AND STAFFING SOLUTIONS DESIGNED TO
INCREASE THE RETURN ON YOUR HUMAN CAPITAL INVESTMENT

HR CONSULTING & STAFFING SOLUTIONS



RECRUITMENT & SELECTION

- ▶ Top Performer Profiling
- ▶ Skills Testing
- ▶ Permanent and Flexible Staffing

TOP PERFORMER PROFILING

Are you confident that your hiring process allows you to attract and hire the most talented individuals? People who are the right fit for your organization, not just the job? Drake's behavioral assessment solutions, **P3** and **Picasso** can assist you to develop a job profile that defines the skills, knowledge and behaviors required to attract only the 'A' players to your team.

- ▶ Attract, select and retain only the best talent, required to build a high-performance culture

SKILLS TESTING

If multiple applicants look the same on paper, how do you distinguish between them? Implementing Drake's on-line assessment solutions, **Drakewiz** and **Virtual Customer Contact** will allow you to assess knowledge, skills and ability to predict on-the-job performance.

- ▶ Minimize the risk and the cost of a potential bad hire
- ▶ Maximize your training dollars by understanding your teaching requirements

PERMANENT AND FLEXIBLE STAFFING

Are you losing the battle in this War for Talent? Sourcing top talent - people who go on to become superstars in your organization - is not a matter of good luck. It's a matter of consistently applying an effective hiring process. Whether you are looking for **Permanent** or **Flexible Staff**, Drake operates as a value-added extension to your Human Resources Department.

- ▶ Outsource this transactional HR function and reduce time to hire
- ▶ Gain access to Drake's extensive network of candidates



MANAGEMENT & DEVELOPMENT

- ▶ Enterprise Surveys
- ▶ Team Building
- ▶ Performance Management
- ▶ Leadership Development
- ▶ HR Audits

ENTERPRISE SURVEYS

Are your employees fully engaged and positively contributing to your bottom line? Drake's enterprise survey solution allows you to obtain candid, objective employee feedback, without the hassles and expense of managing and administering your own surveys. Drake will help customize the survey and communication process to ensure you receive the valuable insight you are looking for. We will produce comprehensive quantitative and qualitative reporting, that will highlight key areas of focus.

- ▶ Increase employee satisfaction, loyalty and engagement levels
- ▶ Identify gaps and areas of focus for strategic planning

TEAM BUILDING

Organizations bear an increasingly high cost of hosting under-performing teams. Drake can assist to optimize team composition and communication. Our consultants can provide coaching and tools that will teach your team to function at their maximum potential.

- ▶ Create more effective teamwork leading to improved productivity and engagement
- ▶ Develop a high performance team culture

PERFORMANCE MANAGEMENT

Many performance reviews are based on 'activities' and skill sets that have little to do with achieving your business objectives. Drake can review your existing system and help design an effective performance program that aligns personal goals with that of the organization. Drake's on-line performance management tool - **Evolve**, provides visibility into the performance of your organization at a team and individual level.

- ▶ Ensure Corporate goals are cascaded down to teams and individuals
- ▶ Implement consistency and workflow across the performance management process

LEADERSHIP DEVELOPMENT

The success of your organization relies on strong leaders. Drake consultants can assess your existing leadership group and provide insight, coaching and tools to help them drive high performance from their teams.

- ▶ Inspired leaders will improve productivity, reduce turnover and attract top performers to your company

HR AUDITS

Do your existing HR practices still meet the needs of your growing company? Drake can conduct an objective assessment of your HR systems, processes and procedures. Our consultants will provide recommendations and best practices which help growing companies create a best-in-class HR function.

- ▶ Identify areas where HR can enhance and enable strategy, culture and operating issues



TRANSITION

- ▶ Exit Interviews
- ▶ Outplacement
- ▶ Permanent and Flexible Staffing

EXIT INTERVIEWS

Do you know the real reasons employees leave your organization? Drake can customize an exit interview program that will uncover the root causes of attrition, provide valuable insights then make recommendations for improvement.

- ▶ Reduce hiring and training costs, while retaining your top talent

OUTPLACEMENT

Terminating employees without the proper process can have an overly negative effect on the individual and cause unnecessary business disruption. Drake will customize a personalized outplacement program for your organization to minimize the hardship to the terminated employee while reducing corporate and personal exposure.

- ▶ Protect your employment brand
- ▶ Reinforce your integrity and commitment to your employees

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**PRODUCTIVITY IMPROVEMENT
+ PERFORMANCE IMPROVEMENT
= PROFIT IMPROVEMENT**

EVERY COMPANY HAS PEOPLE CHALLENGES.

Drake International assists organizations to improve their profitability by enhancing productivity and performance through people. Our suite of HR Consulting and Staffing solutions has been created to drive organizational effectiveness, business improvement and your bottom line.

WHAT OUR CLIENTS ARE SAYING...

“Drake P3 has very broad application for us. Managers use it to improve team work; new associates use it to learn how to be effective in our culture; senior managers use it as a way to get the various teams they manage to understand one another. The fact we’ve used P3 for 10 or 11 years tells you we like it. It’s easy for people to understand. We’re big fans.”

Betty Ball, Director of Executive Development – Hudson’s Bay Company

“We use the Drake P3 in our recruitment process. We did a study of our star performers and created a composite profile of their personal characteristics. Now when we are hiring we compare candidates to the profile, so we have a better chance of bringing in new star performers. The Drake P3 is easy to use and it can do things even beyond what we are using it for. If we can reduce turnover then the product easily pays for itself. We’ve been big fans of the Drake P3. All the bank’s presidents are believers in the process and have been supporting it for many years..”

Gary Gragg, Executive Vice President – First Financial Bank

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DRAKE INTERNATIONAL DRAKE SOLUTIONS

CANADA

- VANCOUVER
- CALGARY
- LONDON
- OAKVILLE
- TORONTO
- BROCKVILLE
- OTTAWA
- QUÉBEC CITY
- HALIFAX
- EDMONTON
- WINNIPEG
- HAMILTON
- MISSISSAUGA
- BELLEVILLE
- KINGSTON
- CORNWALL
- MONTRÉAL
- MONCTON

U.S.A.

- PLANTATION
- ARCADIA

GLOBAL REACH

- AUSTRALIA
- NEW ZEALAND
- SINGAPORE
- UK
- HONG KONG
- PHILIPPINES
- SOUTH AFRICA



FOUNDED IN CANADA IN 1951