

# SELFMANAGEMENT

GROUP

SELECT | DEVELOP | RETAIN | TOP PERFORMERS

## CLIENT BRANDED WEB SITE RECRUITING SYSTEM:

### INCREASE FLOW, TRACK APPLICANTS, PREDICT PERFORMANCE & RETENTION

Toronto, Ont. - March, 05 - The Self Management Group Announces its Best Practice Strategies for Recruiting in the 21st Century

More and more people, particularly those in their 20's and 30's, are using the internet as the primary method in their career and job searches and SMG has developed a state-of-the-art system to help companies meet this demand.

Most large organizations, particularly those with competitive sales teams, are presenting career opportunities on their corporate web sites. The Self Management Group's Client Branded Recruiting and Selection System has been designed to integrate into an organizations web site and helps companies to attract, screen, and select candidates, matching interested suitable people to interesting, suitable careers.

SMG provides a consistent, cost effective method of e-marketing various careers and providing a method to qualify suitable candidates without having to read through large volumes of resumés.

Good corporate websites tell the company story and encourage candidates to explore relevant opportunities. When individuals are interested in the available career opportunities, the integrated SMG recruiting methodology conducts an on-line interview and a mini-psychometric profile which allows the best candidates to pass through the process while unsuitable candidates are gently turned away.

### A SIMPLE, HIGH SPEED RECRUITING, SCREENING, & SELECTION SYSTEM:

**Step 1. Pre-Screen:** Candidates are asked questions such as, are you allowed to work in the jurisdiction, do you have a criminal record or do you have a valid license etc. These are non-negotiable items and will instantly eliminate those will not qualify.

**Step 2. Screen:** Those who pass the Pre-Screen will be given a standard on-line interview that determines their suitability to become a candidate for a position with the organization. This consists of capturing contact information and answering a set of questions about their work history, their education and background as well as a mini-profile to determine their potential and fit to the opportunity.

**Step 3. Report:** The system creates a standardized report which provides the hiring manager(s) with the answers to all their key questions and an overall score on Talent, Effort History and Fit to the Opportunity based on a formula customized for each individual client. If the candidate wishes, he/she can attach a resumé at this point.

**Step 4.** The hiring manager(s) are provided with those resumés that qualify and can review highly qualified candidate reports on-line via a user-id/password.



for immediate release

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This is the high-speed recruiting and selection tool that HR professionals have been looking for. It takes them away from the tedious tasks and allow them to spend more time on the strategic issues.

The SMG methodology has the added benefit of a complimentary applicant tracking system. It provides for tracking the candidate through the recruiting and selection process while managing resumé's, interview data and other information.

The Self Management Group has been delivering this system for several years and it is being continuously enhanced. Our clients are finding it a simple, cost-effective approach to 21st Century recruiting needs by using our proven technology delivered through their corporate web sites.



## ABOUT THE SELF-MANAGEMENT GROUP:

The Self-Management Group helps organizations attract, screen, select, develop, and retain self-managed, top performers. 25 years of research have helped us pinpoint the factors that lead to performance. SMG services are available around the world in 23 languages. For more information about this program and Self-Management Group products and services go to [www.self-management.com](http://www.self-management.com) or call 1-800-760-9066 Ex 223 and ask for Jay Kipps

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