

SELFMANAGEMENT

GROUP

SELECT | DEVELOP | RETAIN | TOP PERFORMERS

ING INTRODUCES SMG'S WEB BASED PRODUCTS TO IT'S WORLD MARKETS:

USING SCIENCE TO SELECT, PREDICT PERFORMANCE IMPROVE RETENTION

Toronto, Ont. – January/05 –The Self Management Group (SMG) is pleased to announce the development of a web based selection system for ING financial advisors in ING operations around the world.

This exciting project includes the introduction of the SMG signature product, the Personal Orientation Profile™ (the POP™) to Europe, the Americas and the Pacific Rim. The SMG team revised the POP for the world market and created a sales screening tool to help assess the suitability of candidates for ING sales and financial advisor roles around the world.

To integrate the system into ING operations, the SMG system was branded for each of unique participating ING operation. The administration, profiling and reporting are now available in English, French, Spanish, Mandarin, Dutch, Polish, Greek, Czech, Slovak, Hungarian and Romanian.

ING management views the new system as a powerful strategic tool that allows them to take advantage of the web as an efficient and effective selection method. ING managers are now able to invite candidates to apply through the web recruiting system.

"Our experience to date with the POP and SMG has far exceeded our most ambitious expectations. SMG has proven to be a resourceful and imaginative organization and has enabled ING to address a key success requirement for our global advisor operations. Most importantly, SMG has been a business partner, not just a mere supplier, adjusting and innovating to each specific requirement we have had for our global operation. We are confident that the POP will significantly improve our ability to provide the best possible advice to all of our customers around the world", said Robert Lang, Chief Distribution Officer, ING Central Europe

The program will automatically qualify the candidates and conduct a structured interview to determine suitability for the role. Those who pass through this process are then invited to complete a psychometric profile via the same web site.

This system allows managers to focus on recruiting as many candidates as possible using conventional and unconventional strategies and having a systematic approach to selecting those who would be best suited to the ING culture, helping build on its competitive edge around the world.

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for immediate release

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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 or call 1-800-760-9066 Ex 223 and ask for Jay Kipps