



Competency Connect

For businesses to thrive in today's economy, recruiting and retaining the best employees is critical. With turnover costs averaging six to nine month's salary on average, hiring the right person for the job is the best starting point.

Competency Connect delivered by the BirdDogHR™ Managed Services team helps companies dig deeper in the pre-hire process to identify candidate characteristics that are required to achieve job success. Using competencies throughout the entire employee lifecycle ensures employees are measured and coached based on traits that positively influence their career path at your organization.

Connect your hiring process with the competencies that are critical for employees to succeed to create the hidden advantage of your recruitment process. A Competency Connect engagement includes:

- Discovery call
- Recruiting process audit
- Performance management process audit
- Competency-based hiring proposal
- Competency-based hiring plan implementation
- Competency-based performance review evaluations
- Project summary including job descriptions, interview guides, applicant assessment forms, performance plans, and performance review evaluations for up to 3 job titles

Key Benefits



Connect the recruiting process with competencies used to evaluate employee achievements and growth



Improve selection objectivity focusing on past performance being an indicator of future performance



Add consistency to hiring decisions with a competency-based question bank



Extend transparency by revealing job success metrics



Evaluate employees based on both goal and aptitude

Eighty-six percent of HR managers believe that competency management is critical to their success in performance management.

Bersin by Deloitte, *The Role of Competencies in Driving Financial Performance*

BirdDogHR offers integrated talent management software and managed services including recruitment and applicant tracking, onboarding, social collaboration, learning management, performance and goal management and succession. Ask your account executive for more details or visit us online at www.birddoghr.com.

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