

Succession Resource Management The **Picking Winners**™ System

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Your succession plan has identified the positions in your organization that will be filled by developing talent from within.

But it has also pointed out your vulnerability, the skill sets where there is insufficient internal talent.

The **Picking Winners**™ System enables you to be competitive, by proactively acquiring talent from outside the organization, to fill the gaps in your succession plan.



The **Picking Winners**™ System is a web-based interactive database of contacts who have been pre-qualified as high-potential future hires sourced from a uniquely targeted population, and who are pre-disposed to considering a career opportunity in your organization.

The **Picking Winners**™ System allows us, your recruiting partner, to keep the candidates' interest in you high, using a permission-driven, non-intrusive contact strategy. It keeps you informed of their status, and alerts you when top talent becomes available.

The **Picking Winners**™ System allows you, the client, to view your secure candidate database at any time and from any location, and search on multiple criteria when a position in your organization opens up.

The **Picking Winners**™ System
is your pipeline
to hiring the best
of the best.

The contacts may come from a variety of sources – from you the client, or from us as a deliverable from a Strategic Search that we have conducted on your behalf. The key to making these strategic hires is to keep their interest in you alive until the conditions are appropriate for a move to take place.

The **Picking Winners**™ System allows you to start to plug the gaps in your succession plan, especially in positions which are determined critical to the success of your organization, and where there is a limited source of top talent. It is a cost-effective, timely deployment of Candidate Relationship Management, applied to hot prospects.

Whenever you make a hire from the system, there is no search or placement fee. You only pay to keep the database of contacts current.

It reduces time-to-hire, cost-per-hire, and the stress associated with filling hard-to-fill positions. It supports the philosophy of finding top talent before you need to hire.

For a demonstration, or for more information, please contact:

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