



**A.R.S. RECRUITMENT**

PROVIDING TOP PERFORMERS

How much more does a  
**Top Performer**  
generate annually  
for you than an  
average performer?

Increased  
Productivity  
Revenue  
**Profit**

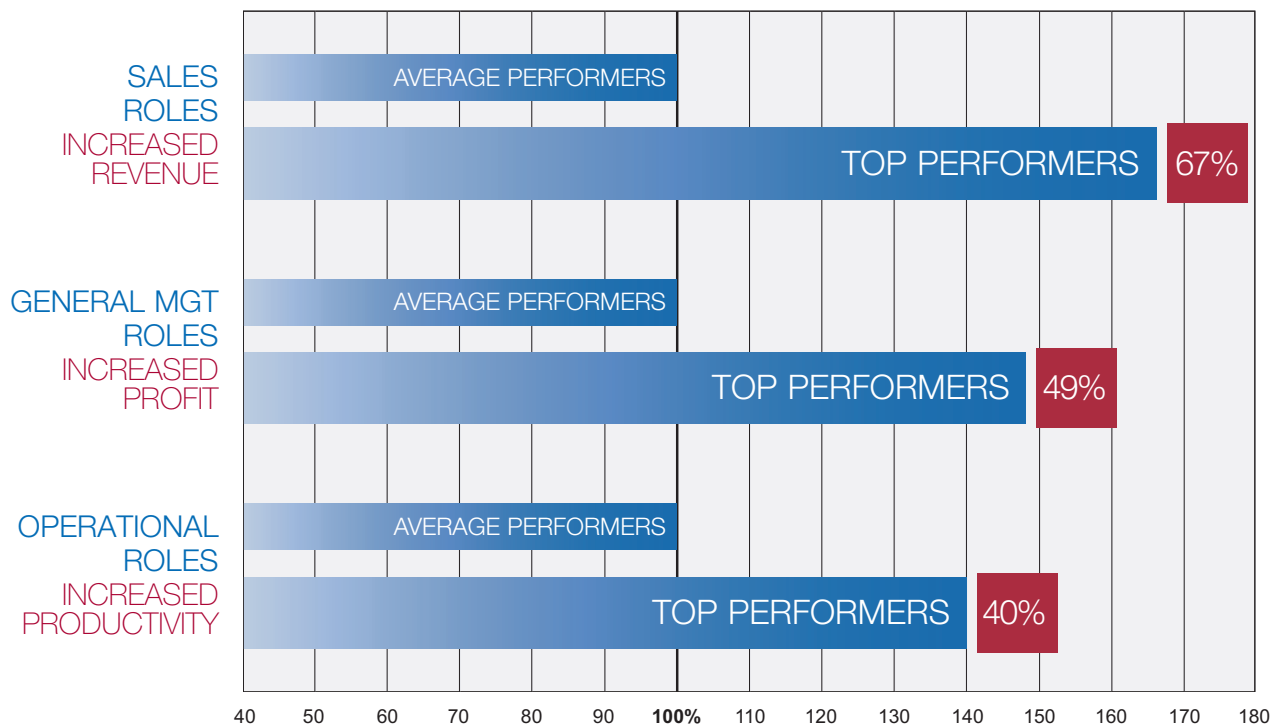
# How much more does a Top Performer generate annually than an average performer?

Whilst we all know that our Top Performing employees in all jobs, from the CEO to the call centre specialist, generate more for our business than others, it is very difficult to measure the difference.

One published piece of research that is of some help with scale at least, was developed by the US management consultants McKinsey in the course of the War For Talent Surveys in 1997 and 2000.

This indicated that the best 20% or so of managers raise sales revenue, profit and/or operational productivity significantly more than average employees.

Even if the levels of reported increase were underachieved by half, the return from committing the resources and selecting high performers is very attractive.



Source: McKinsey's War For Talent 2000 survey of 410 corporate officers at 35 large US companies.

Focussing expert resources on selecting Top Performers really does pay off for you.

# How does a Top Performer add value to your business?

You already know that each new employee will have an impact on the performance and reputation of your business, and that of the hiring manager, positive or negative. We understand that too.

Each new employee brings their own style, ideas, values, skills, experience and personality into the role and creates an impression of you and your business, in particular with clients, suppliers and staff.

Your rewards for a successful recruitment are very great for the business and the hiring manager, whilst the penalties of a poor selection can be very damaging and long lasting.

<p><b>POOR PERFORMER</b> LEAVES within 12 months</p>	<p>COST &amp; BENEFIT AREA</p>	<p><b>TOP PERFORMER</b> STAYS &amp; enhances your business</p>
<p>NEGATIVE IMPACT Results, Clients, Staff Morale, Focus and Opportunities</p>	<p>BUSINESS</p>	<p>POSITIVE IMPACT Results, Clients, Staff Morale, Focus and Opportunities</p>
<p>NEGATIVE IMPACT Productivity, Business Building, and Manager's Reputation</p>	<p>MANAGER</p>	<p>POSITIVE IMPACT Productivity, Business Building, and Manager's Reputation</p>
<p>NEGATIVE IMPACT Financial Returns on Hiring Costs, Mgt Time and Training</p>	<p>DIRECT FINANCIAL RETURNS</p>	<p>POSITIVE IMPACT Financial Returns on Hiring Costs, Mgt Time and Training</p>
<p>NEGATIVE, NEGATIVE NEGATIVE</p>	<p>TOTAL BUSINESS OUTCOME</p>	<p>POSITIVE, POSITIVE POSITIVE</p>

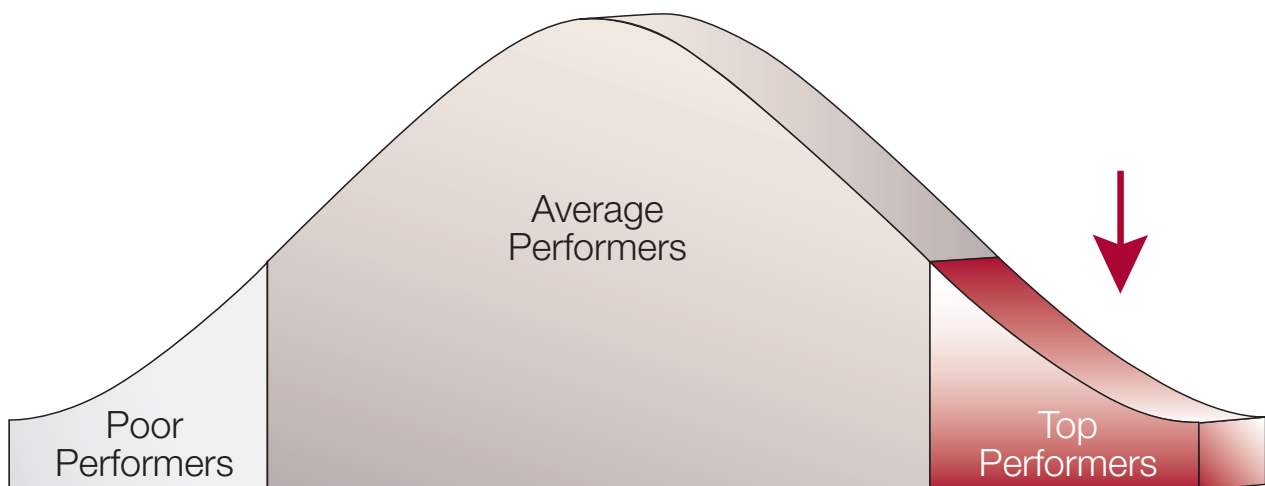
The consequence of selecting a poor performer is that they will remove value from your business.

# How does A.R.S. Recruitment provide you with Top Performers?

In all employment situations there is a pool of applicants ranging through the poor and average performers up to the Top Performers. It is these Top Performers who are most likely to deliver the results you seek, stay with you and increase the capability of your business.

It is the constant challenge of recruitment to identify, progress and capture these quality applicants.

Each element of the A.R.S. 9 Stage Recruitment Process is designed to reach beyond the average candidates into the pool of top performers. Through the application of each stage we minimise the risks of a failed recruitment.



1. Full Assignment Specification →
2. Advertising / Search →
3. Telephone Interview →
4. Structured Interview →
5. Behavioural & Reasoning Assessments →
6. Comprehensive Shortlist Report →
7. Structured Reference Checking →
8. Managing The Offer →
9. Induction Advice →

Failure to complete any step of the process will increase the risk of failure after the appointment and limit the potential benefits of the recruitment.

# How does A.R.S. Recruitment add value to your business?

We are a national full service recruitment consultancy. Our candidates are just the 'tip of an iceberg' that includes all the skills, experience, knowledge and recruitment practitioners essential to meet your needs.

We add value in depth to your business with the application of trained and experienced professionals and industry leading processes to provide top quartile performers for your business.

There are three tiers of added value in our service providing the depth of knowledge, process and resources essential to support our commitment to provide Top Performers for your business.

<b>Industry Leading Recruitment Service</b>		
<ul style="list-style-type: none"><li>▪ Top Performing Candidates</li><li>▪ Objective Advice</li><li>▪ Professional Service</li></ul>		
<b>Professionals With Expertise In Key Hiring Risk Areas</b>		
<ul style="list-style-type: none"><li>▪ Job Sector Knowledge</li><li>▪ Industry Leading Process</li><li>▪ Behavioural Interviewing</li><li>▪ Deep Reference Checking</li></ul>	<ul style="list-style-type: none"><li>▪ Job Advertising Skills</li><li>▪ Resume 'Interpretation'</li><li>▪ Retaining Top Applicants</li><li>▪ Behavioural Analysis</li></ul>	<ul style="list-style-type: none"><li>▪ Tried &amp; Tested Systems</li><li>▪ Selling The Opportunity</li><li>▪ Beating Counteroffers</li><li>▪ Reasoning Testing</li></ul>
<b>National Full Service Recruitment Consultancy</b>		
<ul style="list-style-type: none"><li>▪ Deep Client Relationships</li><li>▪ Ethical Guarantee</li><li>▪ Australia &amp; NZ Network</li><li>▪ Over 5000 Successful Assignments for 500 Clients in 13 Years</li></ul>	<ul style="list-style-type: none"><li>▪ Owned by Principals</li><li>▪ Quality Commitment</li><li>▪ Principals Experienced in Industry and Commerce</li></ul>	<ul style="list-style-type: none"><li>▪ Wide Range of Skills</li><li>▪ Consistent Service</li></ul>

Top Performing candidates can only be guaranteed with the application of professional processes by experienced professionals in partnership with the hiring managers.



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With the difference between a  
**Top Performer**  
and an average performer  
worth many \$000's,  
more resources focussed  
on the selection process  
will really pay off  
for you and your business.

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