

Hiring managers and recruiters can now place the **Right person** in the **Right position, Every time**

by using the Shadowmatch® system for precision placement and recruitment

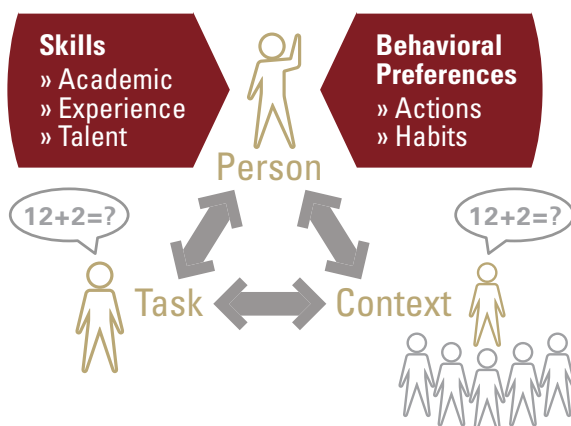
To re-deploy or recruit people successfully, a precise and scientific method is required in order to understand ahead of time whether a candidate is likely to fit into a position in an organization.

It is important to realize that success is only achieved when the tasks are aligned to the capabilities and behavioral preferences of an individual.

Most companies determine the task specifications in detail, and then attempt to recruit individuals that have the necessary qualifications and work experience to match the task. The problem is, when making hiring decisions; companies rarely factor in the context in which the individual will have to work. Successful hiring and re-deployment practices must hinge on considering the habits and behavioral aspects and preferences of the candidates and their potential teammates.

This is the process of **Candidate Context Synchronization (CCS)**.

Mapping the Context

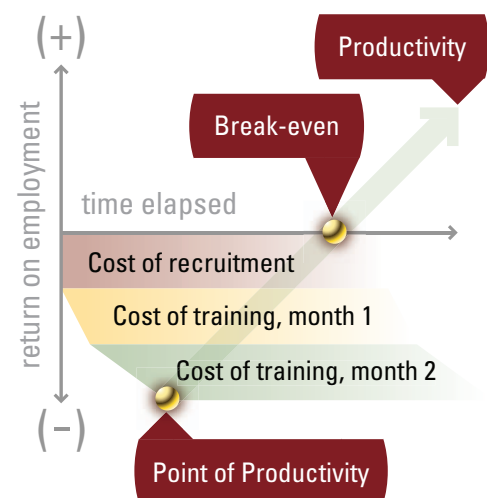


“We were so impressed with the accuracy of Shadowmatch that we decided to immediately incorporate it into our Human Resources methodology.”

~ MBD Collection Solutions



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Shadowmatch, the leading workforce optimization and precision recruitment system, makes it possible to place the right person in the right position by matching the key habits and behaviors of any candidate to that of the top performers in a specific job, at a specific location.

Key Benefits of using the Shadowmatch System

- Improved Return On Employment (ROE)
- Reduced time to break even
- More effective selection framework
- Precision behavioral development
- Improved poor performer recovery
- Improved ratio of top performers
- Reduced staff turnover numbers
- Increased productivity
- Greater cultural cohesion

Candidate Context Synchronization (CCS)

By using the Shadowmatch system, CCS can deliver a significant series of Results and Services

The Shadowmatch system delivers the following results

Benchmark that represent the most successful collective capabilities of the proven top performers of the organization that would describe the best candidate for the job.

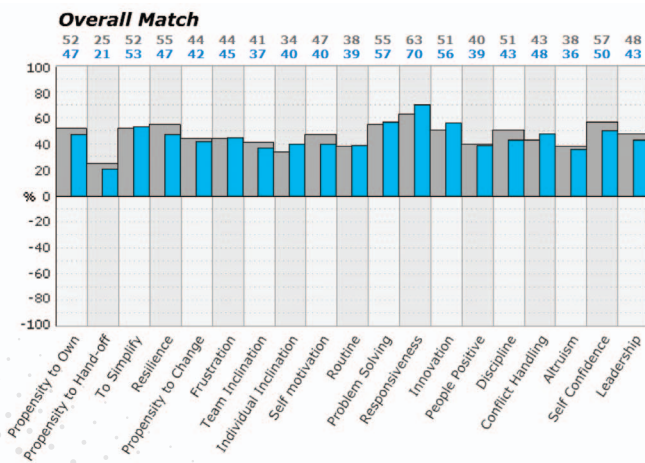
Recruitment Specification that outlines the behavioral habits necessary for doing a specific job in that specific area of the business.

Matching Report comparing the habits of the candidate to that of the benchmark to determine the propensity of that individual to succeed doing the same job under the same working conditions.

Individual Feedback Report that provides a full outline of the habits identified by the Shadowmatch system, what they mean, how they integrate with other habits, and how to read and understand the graph displaying the relative intensity of the behavioral patterns and habits of the individual.

Interview Pack that consists of ten outcomes-based questions against which the candidate can be assessed during a structured interview process. The questions are uniquely selected against the behavioral habits of the top performers, and allow the user to interview all candidates for a specific position against the benchmark.

Personal Development Programs that require an individual to actively engage with a specific development program to successfully grow in the behavioral focus area. These programs are interactive and outcome based.



“It is easy to perform a good action but not easy to acquire a settled habit of performing such action.”

~ Aristotle

The Shadowmatch system enables a whole suite of CCS services



“Shadowmatch has become a necessity in MGK’s HR processes.”

~ MGK Operating Company, Human Resource Manager

Key Differentiators

Fully internet based

Does not require any self-insight by the candidate

Fully automated system with minimal human input

Comprehensive reporting for company and candidate

Immediate results with extreme accuracy

Full multi-match capability

No generic norm formation

Self-managed company dashboard