

Case Study Manheim Europe



Janet Kitchingman is Head of Human Resources at Manheim.

As well as providing informative behavioural information for recruitment, P3 assists Janet in human capital development of her existing workforce.

In terms of recruitment, the specific nature of the workforce at Manheim – P3 provides additional 'sales competencies' profiling, thus allowing Janet to find a closer match of candidate to position.

By using behaviour-based interviewing and behaviour descriptive advertising you can assess a potential employee's characteristics – can he or she do a specific job and fit your culture

As well as providing insightful behavioural profiling, P3 can assess a candidate's numeric and literal skills using P3's 'Critical Thinking and Reasoning' and 'Mathematical Assessment' modules – all included as standard.

"an easy and flexible psychometric tool for recruitment and development"

Environmental role adjustment provides a usual way to continually monitor stress levels within Manheim. Janet in her role as Head of Human Resources can monitor whether 'change' in the company has affected stress within an individual or team. P3 can therefore increase the effectiveness of many HR functions, such as personnel reviews and appraisals and individual development.

Team dynamics play an integral part of Manheim's thriving organisational culture. Janet directly attributes Manheim's proactive working environment to P3 and how it provides a previously immeasurable means of gauging team members' behaviours, analysing how each member will interact and where potential 'clashes' will occur.

Research shows that 87% of employee failures result from communication and personality issues

Manheim Europe like many other major corporations has introduced a graduate scheme. By its very nature, the graduate market is homogenous. Many graduates have limited work experience and little to differentiate themselves from each other. P3 provides a useful means of filtering candidates by 'behaviours' that match those of persons already successful in their job.

P3's Job Analysis Process models Manheim's existing talent pool and develops an accurate and

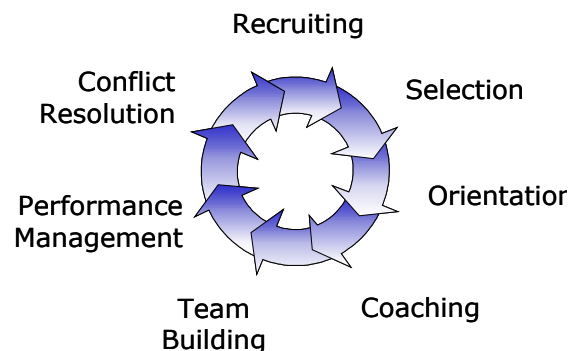


Manheim Europe is part of the world's largest vehicle auction company, Manheim Auctions.

Manheim Auctions offers 500,000 vehicles for sale a year in the UK and France with the value of the vehicles sold in the region of £1,200 million. The company has 19 centres in the UK and three in France

<http://www.manheimeurope.com>

360° Personal Development Audit



detailed 'success template' – by determining what top performers are doing right, Janet can select and coach others to match their success with greater precision.

P3 is a state-of-the-art personnel assessment tool that combines power and ease of use to provide unrivalled accuracy.

P3 can answer the most common of contemporary HR issues such as - why do the top 20% of my team only deliver 80% of the results? and how can I motivate my people? and finally how can I make performance reviews easier and at the same time enhance my team's performance?



superior strategies in software
www.crisp-mcs.com/casestudies.htm