

Clients

Through P3 technology, The Crisp Group supports a large number of organisations, both regionally and nationally. Our focus is on helping our clients to achieve the best possible results from P3, and we do this through our proactive customer support and training network. For more in-depth examples, please refer to our website at www.crisp-mcs.com

Moon Consulting

Moon Consulting is an Executive Resourcing company offering Search and Selection, Recruitment and Interim Management services in the Finance, General Management, Human Resources and Sales and Marketing sectors.

The organisation harnesses the power of the P3 selection expert tool to assist in its high profile hiring.

Midas Group

Midas Group is one of the UK's fastest growing, independent providers of property solutions, offering a complete range of construction and property related services for every industry sector. P3 is used by the company to recruit new employees, and as an invaluable training tool for the existing workforce.

Business Link

The Business Link service for Devon and Cornwall is part of the national Business Link network providing help and support for small businesses and people starting businesses. They currently employ over 140 people and have offices based in Plymouth, Bodmin and Exeter. Business Link use P3 to help them understand business culture. Whether it is for a team or an individual, P3 enables the Business Link Advisors to get the right result for their clients.

MRI Worldwide

MRI Worldwide is the world's largest and most successful managerial, technical and executive search company. Using P3 in its rebranded form 'SelecSys', MRI staff members were trained in the effective use of the tool. Now, SelecSys is a critical part of the organisations routine processes. SelecSys has directly contributed towards a success ratio in retained assignments of improving staff retention rates by 97%.

Lloyd Barnes

Lloyd Barnes is the South West's only independent specialist agency dedicated to the accountancy recruitment sector. Purchasing a P3 licence in early 2005, Lloyd Barnes have used the system to provide their clients with the right people for the right job, at the right time.

Chartside

Chartside specialise in helping to transform business performance by focusing on the effectiveness of business leaders, managers and teams. P3's Management and Team Expert modules provide Chartside with the tools they need to gain an objective view of the dynamics at play in a management environment.

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Superior strategies in HR software

The P3 System is a state-of-the-art behavioural assessment and development technology.

Founded on personnel selection and development principles, the P3 System uses scientific and industrial psychology research as the foundation of this technology and supporting programs.

The P3 System empowers managers to effectively match the behavioural tendencies of candidates and staff with the behavioural requirements of specific positions and organizational cultures. The P3 System integrates validated trait assessment methodology with the proven benefits of Behaviour-Based interviewing.

Only the P3 System offers such a comprehensive management solution in an easy-to-use software and Internet based system.

Installed in over 4,000 business sites worldwide, the P3 System technology is relied upon by over 45,000 managers and recruiters to manage the selection and improvement of their one key competitive advantage - their staff.

Getting the right fit is everything when it comes to making sound decisions on hiring, team building and effective succession planning.

So How Does it Work?

Candidates fill in a 10-minute survey containing 60 adjectives, which individuals may or may not apply to themselves. The responses are then processed through 14,000 statistical calculations – which takes less than five minutes.

Let's face it, we are all different and are better suited to some positions than others, indeed imagine the

implications if your accountant and your top sales person swapped positions!

Selecting, retaining and developing the best people for the job...

...just became easier.



Hindsight is a wonderful thing

How often have you been convinced of a candidate's suitability for a job, only to find they leave after two days, or after three months you realise they are never going to achieve their sales target?

Have you ever been in a situation where the person you interviewed had all the right experience and skills on paper, came over well at interview, but it was almost like the persons wayward twin turned up for the job!

Have you ever put a team together, only to find things are not 'happening', and that you need to re-think the team members?

P3 behavioural profiling helps us to recognise what makes us what we are, it helps us to understand what makes our good people good, and what personal qualities are needed to do different jobs.

P3 Modules



Selection.expert is a precise tool that gives you the power to identify specific personality traits and behavioural tendencies that would make a candidate naturally inclined to succeed at a specific job. Selection expert identifies the personality traits of individuals through the Candidate Profile, and identifies the personality traits and behavioural tendencies known to correlate with effective performance in a specific job through the Job Profile. Through a comparison of the Candidate Profile and the Job Profile, the Selection expert outlines a candidate's natural inclination for effectively performing the duties and responsibilities of a specific job.



Management.expert gives you the power to maximize your human resources. Starting with the Communication Profile, you are ready to build a more effective workforce, open and enhance the lines of communication, resolve conflict more effectively, build more productive teams, and motivate your people to achieve their potential.

P3 Theory, Research and Validity

An individual's responses to the P3 assessment are translated via 14,000 mathematical calculations to determine an individual's behavioural (personality) pattern. P3 accurately measures an individual's level of: Dominance, Extroversion, Patience, Conformity and Conscience. The report produced by P3 includes information on an individual's:

- Motivators & De-Motivators;
- Decision Making Style;
- Leadership Style;
- Emotional Intelligence;
- Current Stress & Energy Levels.

Ongoing validation (from a database of 1,000,000 candidates) indicates that over 90% of respondents rate their profiles as 90% accurate or above.



Performance.expert is a state-of-the-art performance management system. This module was designed to eliminate the bias and subjectivity associated with traditional performance reviews. In addition, the Performance expert will help align individuals with the goals of the organization, and make them aware of any gaps between their performance and their colleagues' perceptions. Our Consultants provide expert advice regarding the practical implementation of the 360-Degree Performance Management System.



Team.expert is a high-tech tool box that you can use to maximize any team's effectiveness. The reports in this module will steer you through the challenges every new team faces, and enable you to select the right team members to meet those challenges. Proper use of Team expert will dramatically enhance cooperation and understanding among team members, and make integration of new members rapid and effective.

Use P3 to help you to:

- Identify what makes your achievers achieve
- Attract the right candidates & employ the best
- Manage, develop and motivate your employees
- Build effective teams

Enabling you to:

- Significantly reduce the likelihood of 'bad hires'
- Reduce recruiting costs
- Build a 'High Performance Team'
- Improve the retention of your top performers

“Selecting the best candidate with the minimum amount of risk and cost for your organisation”

Visit our website: www.crisp-mcs.com