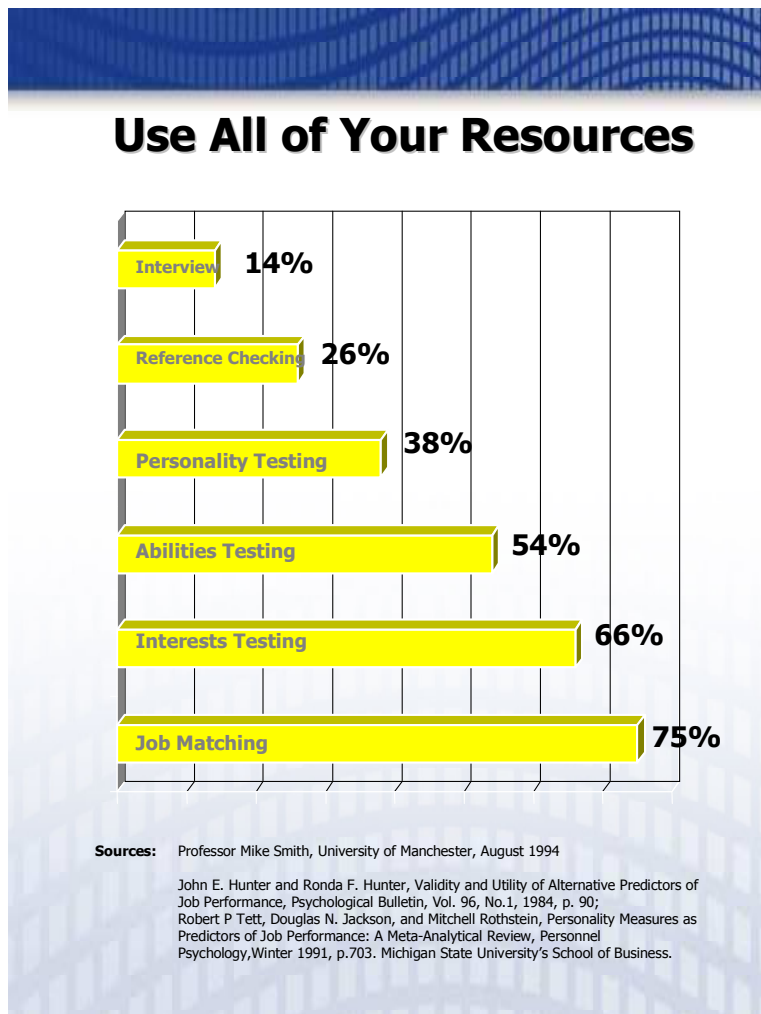


Personnel Selection and Succession Planning

ORCHA believes that selecting the right employee is worth far more time, effort, energy and, yes, cost than most companies are willing to invest. Conventional wisdom believes that almost anyone can do a given job if given enough time and training. But conventional wisdom is only as accurate about employee selection as companies are competent in their ability to select employees who are a fit for their positions. Superior employees are selected only accidentally through 'gut feelings' and 'top notch resumes'. Even a broken clock is right twice a day, right? But we tend to remember those minor successes as skillful hires and dismiss the many mediocre hires (if not downright failures) as 'bad luck'. There are a thousand conventional wisdom declarations about the probable gender of an unborn baby by how tired the expectant mother is, how high or low she carries the baby, whether she prefers to sleep on her side or her back, etc. These predictions are always right 50% of the time. So is guessing whether or not a coin will be heads or tails when flipped. Shouldn't we shoot for 70-80% when we are selecting superior employees? If not, why don't we just flip a coin and be done with it? Think of all the resources and time we would save. We probably wouldn't improve on our selection and retention, but we might not do any worse.



ORCHA works with each company to learn its culture and values, to understand the climate and determine, when necessary, the alignment between its job descriptions, performance expectations and company plan. We wish to understand the connection between what you wish your employees to perform, how you wish them to perform it, the environment you wish them to perform it in, and the characteristics of the most likely employee to intersect those needs.

ORCHA helps companies select employees who fit jobs. We do it in several ways:

1. We use assessments to help you identify the characteristics and behaviors of the kind of employee who would perform best in a given position – then using the ‘job pattern’ identified for the position, we assess candidates to the position and determine how closely their strengths and potential match the position’s requirements.
2. We use multiple ‘job patterns’ to map out your company management structure for succession planning
3. We refer you to our partners who assist you in retained search
4. We assist you where desired with retained selection